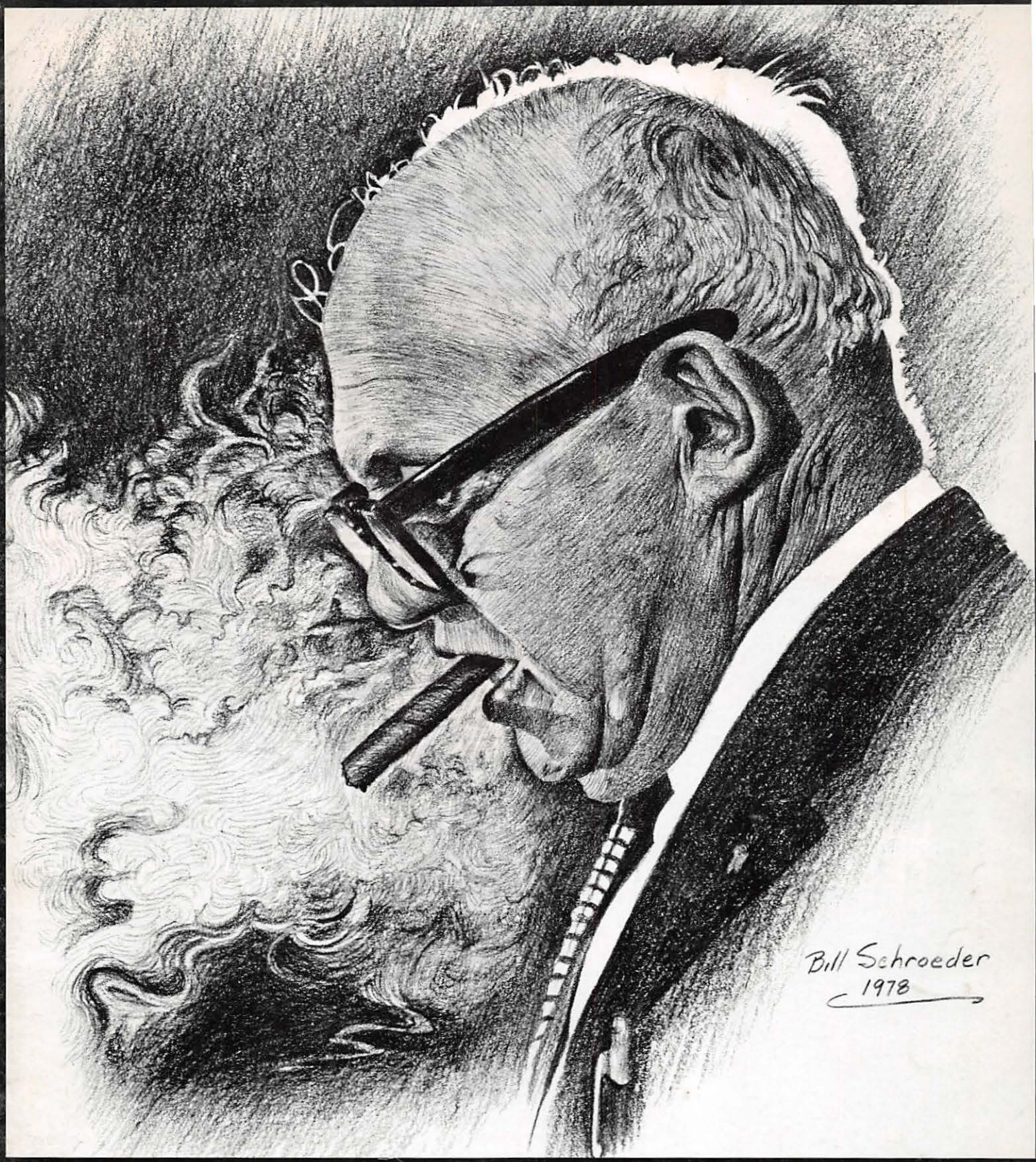

George Meany 1894-1980

The SIGNALMAN'S Journal

DECEMBER
1979

BROTHERHOOD OF RAILROAD SIGNALMEN
FOUNDED 1901
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The race to Lake Placid: TESCO takes the gold in track and signal.

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Volume 60 Number 10 December 1979

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Editor
601 West Golf Road
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News Briefs

Four new members join official BofRS family

As announced earlier W. W. Lauer has been appointed director of research, Brotherhood of Railroad Signalmen, and Val Van Artsdalen has been appointed grand lodge representative. Also, elected members of the Grand Board of Trustees are William A. Class, Jr., and Victor Matity.

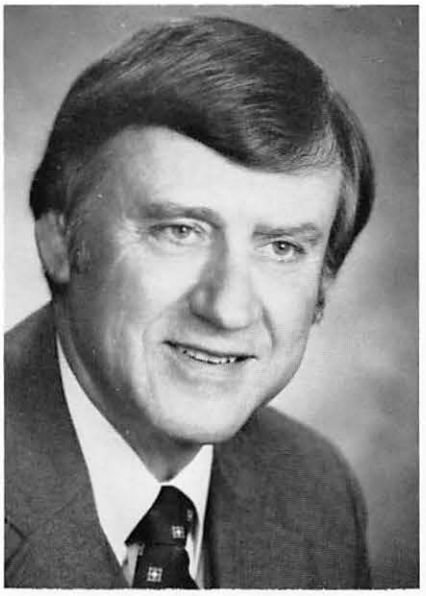
William Albert Class, Jr., general chairman, Burlington Northern, was elected a member of the Grand Board of Trustees of the Brotherhood of Railroad Signalmen at the August 1979 convention. At a meeting of the trustees, Brother Class was elected secretary.

Brother Class was born April 15, 1926 in St. Paul, MN. He graduated from Washington High School in 1943. He furthered his electrical education at the St. Paul Vocational School in 1956. Expanding his knowledge and expertise in labor matters, Brother Class completed courses in union leadership at the George Meany Center for Labor Studies in 1977 and 1978.

Brother Class joined the Northern Pacific in May 1945 as an assistant signal maintainer. From then until 1961, Brother Class advanced and held the positions of signalman, signal crew foreman, office circuit designer, signal inspector and interlocking maintainer.

He has been active in Brotherhood affairs since 1955. He has been a local chairman in Northern Pacific Lodge 87, vice general chairman, and in 1961 was elected general chairman of the Northern Pacific general committee. From 1975 he has been general chairman of the BN general committee. Brother Class has attended every Brotherhood convention since 1961.

Brother Class and his wife Bunny are the proud parents of six children: Kristine, Jean, Larry, Carol, Bill and Ron. Also, they have six granddaughters.



William A. Class, Jr.

W. W. Lauer

Victor Matity

Val Van Artsdalen

Waldon Wendell Lauer, director of research for the Brotherhood of Railroad Signalmen, was born July 25, 1926 in Franklin, NE. After graduating from Lincoln, NE high school in 1944, he entered the U.S. Army and served with the 235th Engineer Battalion of the 84th Division. Upon returning from military service in 1946, he attended the University of Nebraska. Brother Lauer joined the former Chicago, Burlington & Quincy as a signal helper in November, 1949. Two years later he became signal maintainer at Fort Morgan, CO. Also, he held signal maintainer positions at Seneca and Omaha, NE. In 1957, Brother Lauer was promoted to signal inspector-system with headquarters at Monmouth, IL. In April 1977, Brother Lauer was appointed grand lodge representative with headquarters at Mt. Prospect, IL. He was appointed director of research November 1, 1979.

Brother Lauer has been very

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Unlike lead-acid batteries, nickel-cadmium cells require no periodic equalizing charges. With proper charging regulation, they'll only need water once every few years.

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The best batteries deserve the best chargers. McGraw-Edison chargers — available in nine models with outputs from 1.5 to 40 amps — literally sense the condition of the battery and load, and adjust output *automatically.* This prevents overcharge on both your battery and electric bill. Newest addition to our charger line is the remarkably easy-to-install, easy-to-adjust Model BC12-6A (pictured), for use on nominal 12 volt systems requiring 6 amp outputs.

Edison batteries and chargers are now products of McGraw-Edison Company, Power Systems Division, P.O. Box 28, Bloomfield, NJ 07003.

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Signalman's Store

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	BofRS		2.00	
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CLOTH EMBLEM with BofRS in white letters on red border, two locomotives, and green over red searchlight signal.

COASTERS with BofRS emblem in color are 3-inch diameter.

PLAYING CARDS with BofRS emblem are now available. These high quality cards come in the conventional bridge decks, including jokers. Cards and emblems are in color.

GOLF CAPS with BofRS in color are available in small, medium or large with adjustable head band. These lightweight net caps come in red, black or white.

The eight-volume **SIGNALMAN'S TRAINING COURSE** covers

1. Electricity, circuit symbols and nomenclature
2. Signal symbols and nomenclature
3. Automatic block signaling, time code control, electronics
4. Traffic control systems and power switch machines
5. Highway grade crossing warning systems, FRA RS&I tests
6. Remote control and automatic interlockings
7. Ctc machines and their operation
8. Maintenance of signal equipment

SIGNALMEN'S DECAL has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4-inches or 3-inches in diameter. It has a red border with white letters. The signal displays green over red.

Metal **COLORLIGHT SIGNAL LAPEL PIN** 1/2-inch in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold.

BofRS **LAPEL PIN** identical to decal except letters and outline are in gold.

Red nylon **WINDBREAKERS** with elastic sleeve ends that fit tight to the wrists and with a drawstring at the bottom to pull tight to the waist come in three sizes: small (36-38); medium (40-42); and large (44-46). Two slash pockets and a cloth BofRS patch on the left front complete these men's jackets.

A **HISTORY OF THE BROTHERHOOD OF RAILROAD SIGNALMEN** has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

MASTER NATIONAL AGREEMENT BOOK has the basic provisions of national agreements negotiated with U.S. railroads and the BofRS. They are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 25 sections are:

A Summary of wage changes
B Summary of other benefits
C Washington job protection agreement of 1936
D Vacations
E Union shop agreement
F Holidays
G Claim and grievance handling
H Health and welfare
I Force reductions
J Employment security
K Travel time and away-from-home expenses
L Off-track vehicle accidents
M Jury duty
Mc Current agreement
N Overtime
O Camp cars
P Apprentice programs
Q Change of residence
R Earnings deduction in discipline cases
S Supplemental sickness benefits
T Union dues checkoff
U Amtrak C-1, C-2
V Seniority modification agreement
W Employee information
X Bereavement leave

active in Brotherhood affairs since joining Lincoln Lodge 119 in 1950. He has held the offices of lever, chaplain, inside and outside semaphore. In 1963, he became local chairman of construction lines west. Three years later, Brother Lauer was elected general chairman of the CB&Q. Following the merger of CB&Q into the Burlington Northern, Brother Lauer was elected vice general chairman of the BN general committee in 1974. He was a delegate at large at the 1967 and 1970 BofRS conventions and a delegate at the 1973 and 1976 conventions. In 1970, Brother Lauer was elected a trustee and secretary of the Grand Board of Trustees. In 1972 he was elected chairman and reelected to that position at the 1973 and 1976 conventions.

Active in civic and fraternal affairs, Brother Lauer has served on the Seneca, NE school board; a member of the executive board of the Gibson woods Golf Course in Monmouth, IL; held various lay positions in the Methodist Church; and is a member of Elks Lodge 397, Masonic Lodge No. 288 Omaha, NE, and the Scottish Rite and Tangier Shrine Lodge in Omaha.

Brother Lauer and his wife Roberta are the proud parents of daughter Beverly who is a speech-hearing therapist in the St. Joseph, MO school system. Beverly Lauer received her bachelor's degree from Northeast Missouri University and her master's degree from the University of Missouri.

Victor Matity was elected a member of the Grand Board of Trustees at the August 1979 convention of the Brotherhood of Railroad Signalmen. Brother Matity was born January 5, 1936 in Scout Lake, Sask. He was educated at the Thorney Croft School.

Following two years work in the plumbing and electrical trades, Brother Matity went to work with

Railroad union editors received awards at the International Labor Press Association convention. Jack Gentry, (left) under secretary of labor, congratulates Robert W. McKnight (center) editor, The Signalman's Journal, Brotherhood of Railroad Signalmen; and Robert J. Kalaski, editor, The Machinist, International Association of Machinists and Aerospace Workers.

CP Rail in the locomotive department in Assiniboia, Sask. He worked as a fireman and a brakeman. In 1959, Brother Matity transferred to the signal department as a signal gang helper. Since then he has been promoted to and worked as signal fitter, signal maintainer's helper, signal maintainer and signal foreman.

He has been a member of Saskatchewan Lodge 203 since 1959. He is a local chairman, a position he has held since his election in 1968.

Brother Matity is a family man who with his wife Gertrude Emma, enjoy three children. The eldest son Robert is in his second year in engineering at the Regina campus of the University of Saskatchewan. Daughter Brenda is in her second year at the University of Saskatchewan at Saskatoon. She is majoring in French and English. Son Brian is at home in Grenfell, Sask. in the 12th grade.

Brother Matity has been active in civic and religious functions in the Grenfell area. He is a member of the Grenfell credit union and has served on its supervisory committee. Also, he is a member of the Grenfell Co-Op. Since 1976, Brother Matity has been President of Peace Lutheran Church. He has held several positions within the congregation.

To round out an active life, Brother Matity enjoys good music, dancing, sports, gardening and maintaing his home which he purchased in 1969.

Val Van Artsdalen, general chairman, Southern Pacific, was appointed grand lodge representative, Brotherhood of Railroad Signalmen, effective December 1, 1979.

Brother Van Artsdalen was born July 7, 1935 in San Jose, CA. He graduated from San Luis Obispo, CA high school. From 1958 until 1961, he attended California State University majoring in English and criminal law. He continued criminology studies at Diablo Valley College in 1962-1963. Brother Van Artsdalen expanded his knowledge in labor matters through courses at the

George Meany Center for Labor Studies. In 1977, he completed "The General Chairman and His Work" and in 1978 he completed a course in union leadership training.

For 11 years, Brother Van Artsdalen was an installer-repairman for Pacific Telephone & Telegraph Co. In 1964, he became a police officer. In 1969, Brother Van Artsdalen went to work in the signal department of the Southern Pacific as an assistant signalman. He was promoted to signalman in seven months and a year later was advanced to lead signalman. In 1973, he was promoted to signal foreman and became a signal maintainer on the Sacramento division, Salt Lake district in 1974.

Brother Van Artsdalen was active in union affairs when he was with the telephone company. He was a shop steward in the Communications Workers of America from 1958 to 1961. He was elected local chairman in Sacramento Lodge 179, BofRS, in 1972. Four years later he was elected general chairman of the SP general committee and took office in December 1976.

Brother Van Artsdalen and his wife Julie enjoy a 13-year old son, Greg.

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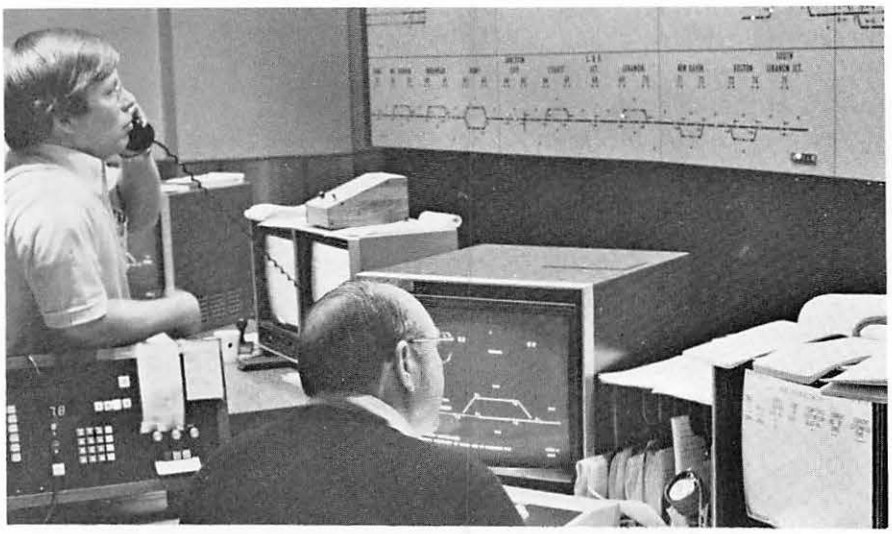
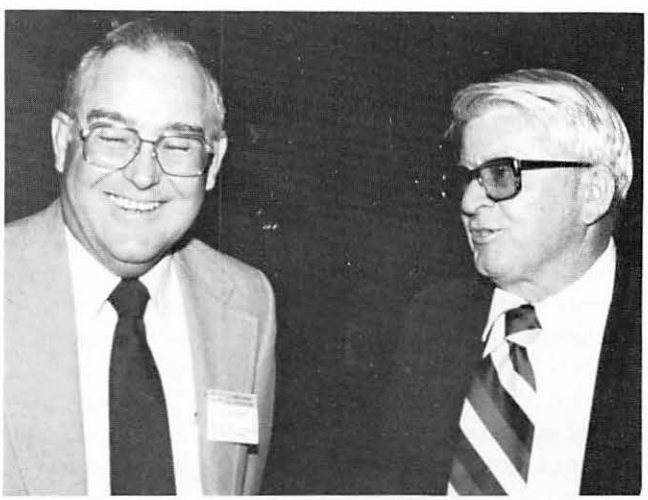


David A. Adams (standing) electronic technician for the Louisville & Nashville, is in the control room of the new Louisville based ctc system. This is the computerized dispatching system which covers several hundred miles from Latonia, KY through Louisville to Nashville, TN and from Lebanon Junction through Lebanon to Sinks, KY. Brother Adams, a member of Corbin Lodge 158, is talking to a signal maintainer in the field.



Walter W. Altus, Jr., (right) BofRS vice president talks to P. E. Montague, signal & communication engineer, Kansas City Terminal, at the Communication & Signal Division, AAR meeting.

Captions are now correct.

Congratulations are the order of the day for M. B. Frye (left) from President Bates.

Looking at the camera is John T. Bass as he receives a handshake from President Bates upon Bass' election as vice president.

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June conference to wage war on crossing accidents

Accidents at rail-highway crossings in the U.S. in 1978 totaled 12,435, up 1% from the previous year. According to the Federal Railroad Administration, 1,021 people were killed in these accidents in 1978, an 8% increase over the 1977.

How to improve safety at these crossings will be discussed at the 1980 National Rail-Highway Crossing Safety Conference to be held June 17-19 at the Hyatt-Regency Hotel in Knoxville, TN.

Supporting the theme of "Present Programs and Future Directions" will be experts from national, state and local levels including legislators, government officials, law enforcement officers, educators, union officials, railroad company executives and the railroad supply industry officials.

Six sessions of the Conference will focus on: (1) national views of crossing safety; (2) administrative and legal concerns; (3) coordinated planning and project scheduling; (4) community relations; (5) driver considerations; and (6) present programs and future directions.

In addition, four workshop sessions will deal with the U.S. Department of Transportation handbooks, Operation Lifesaver programs, hazard predictions at crossings, and legal/liability concerns.

Among the sponsoring organizations are the Federal Railroad Administration, the Federal Highway Administration, The Association of American Railroads, the Railway Progress Institute, the National Safety Council, the Transportation Research Board, and the Transportation Center of the University of Tennessee.

Registration cost of the 3-day conference will be $60. More details will be published later.

Long Island men discuss their negotiating plans during Emergency Board hearings. Shown here are George B. McSherry (left) general chairman, Brotherhood of Locomotive Engineers; John W. Hogan (center) general chairman, Brotherhood of Railroad Signalmen; and E. A. Lofgren, local chairman, BofRS.

Signalmen to get 28¢ cost-of-living raise

Signalmen in the United States got a 28¢ per hour raise due to the Consumer Price Index climbing over 14 points between March and September 1979. According to the current national agreement between the Brotherhood of Railroad Signalmen and the railroads, a 4% cap allows some six CPI points to carry over into the next measuring period. This means that even if the Consumer Price Index did not rise, there would be a cost of living raise due to these six carry-over points.

Signalmen to hold several meetings during 1980

The Brotherhood of Railroad Signalmen will hold three regional meetings during this year.

—April 12 in Toronto, ON cancelled due to press of business.

—June 6 and 7 in Philadelphia, PA.

—October 3 and 4 in Anderson, IN.

—November 1 in St. Paul, MN.

A meeting of the general chairmen will be held April 24 and 25 at Grand Lodge Headquarters in Mt. Prospect, IL.

COPE schedules 10 area conferences in 1980

The Committee on Political Education of the AFL-CIO is scheduling ten conferences during 1980 to get union members to become active in the political and election process.

The conferences will focus on the theme "Fight for Your Union." They will deal in detail with the political assault against workers and their unions by the fast-proliferating corporate, trade association and right wing political committees which, among them, are expected to have a $100 million campaign war-chest for anti-worker, anti-union candidates.

A new COPE film on check-off of voluntary political contributions by members will be shown, and COPE's registration, education and get-out-the-vote programs will be discussed.

Take charge of lightning!

Union Switch & Signal's innovative Lightning Arresters and Surge Suppressors can significantly reduce the risk of lightning-related equipment damage—by impeding high surge voltages.

Our rugged USG-A Lightning Arrester features a strong, corrosion-resistant metal body. It houses varistor material in parallel (for low voltage) or in series (for high voltage) with an air gap. Color-coded for quick rating recognition, the flexible nylon cover contains surges and reduces the possibility of physical damage from the explosive forces generated. Our arrester is built to withstand the tremendous forces set up by a discharge, and to retain its strength after multiple surges. It's self-cleaning, too.

For applications where primary arresters alone do not provide enough surge suppression, we offer USSP Surge Suppressor units. They feature a combination of primary arresters and application-coordinated secondary suppressors, all in one easy-to-install package.

Our multi-level suppressor units provide increased surge suppression, making them appropriate for use with delicate solid-state equipment. USSP Surge Suppressors cover a wide range of applications—track circuits, power lines and battery lines.

For more information, write for our new Bulletin 340, "Lightning and Railroad Signaling."

Union Switch & Signal Division
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Swissvale PA 15218

Members of Congress will address each of the conferences.

Conferences and states represented follows:

New Orleans, LA, Fairmont Hotel, **Jan. 18-19**—Arkansas, Louisiana, Mississippi, Missouri, Oklahoma, Texas.

Atlanta, GA, Hyatt Regency, **Feb. 12-13**—Alabama, Florida, Georgia, Kentucky, North Carolina, South Carolina, Tennessee.

Washington, DC, Sheraton Washington, **Feb. 29-March 1**—Delaware, Maryland-D.C., Pennsylvania, Virginia, West Virginia.

Portland, OR, Portland Hilton, **March 11-12**—Alaska, Hawaii, Idaho, Montana, Oregon, Washington.

Los Angeles, CA, The Biltmore, **March 14-15**—Arizona, California, Nevada.

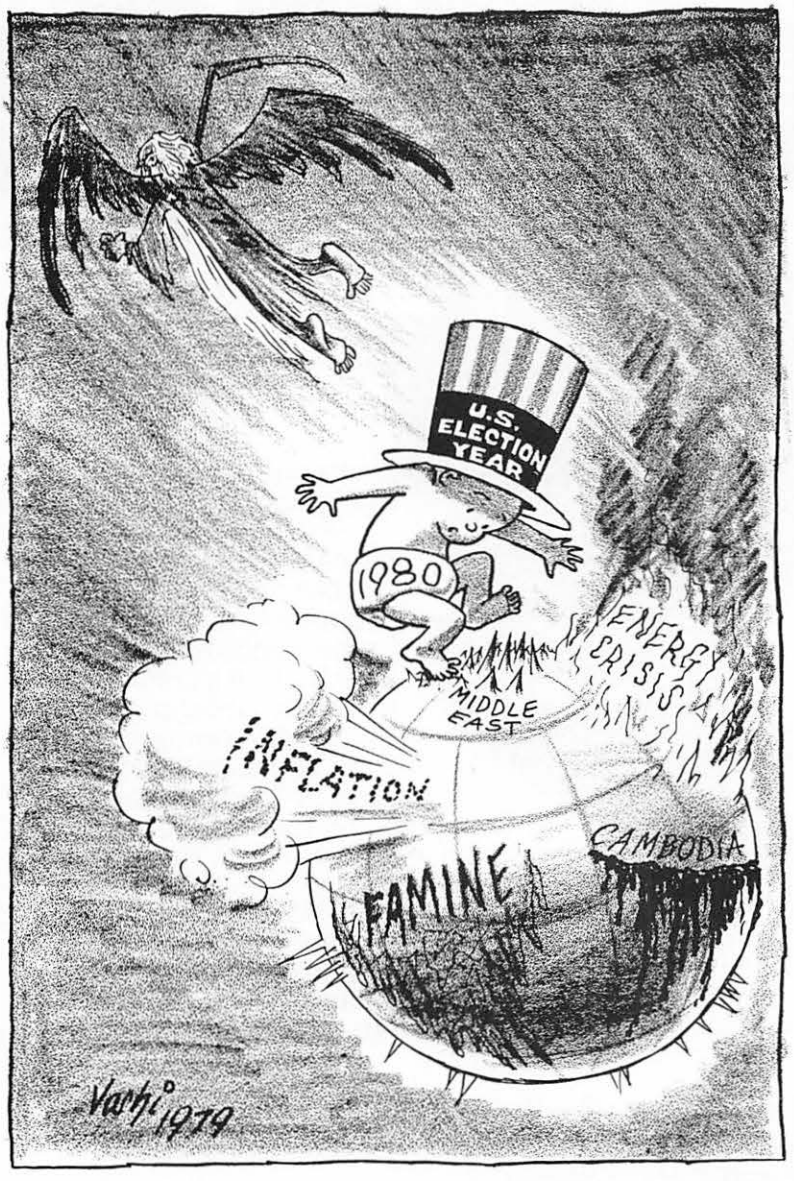
Denver, CO, Denver Hilton, **March 18-19**—Colorado, Kansas, New Mexico, Utah, Wyoming.

Dearborn, MI, Hyatt Regency Dearborn, **March 24-25**—Illinois, Indiana, Michigan, Ohio.

Minneapolis, MN, Radisson Downtown, **March 28-29**—Iowa, Minnesota, Nebraska, North Dakota, South Dakota, Wisconsin.

New York, NY, The Biltmore, **April 12**—New Jersey, New York.

Boston, MA, Boston Park Plaza, **May 12-13**—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.



Railroad retirement tax will go up next year

Beginning January 1, 1980, the maximum amount of compensation subject to railroad retirement taxes increases from $1,908.33 a month to $2,158.33 a month; the tax rate for employees remains 6.13%, the same as for 1979. Railroad employers match the taxes that employees pay and pay an additional 9.5% tax applicable to earnings up to $1,700 a month in 1980.

Regular railroad retirement taxes are geared to the social security tax rate and tax base. The retirement tax for railroad employees is, in effect, the same as for non-railroad employees covered by social security.

The maximum regular railroad retirement tax, for employees earning $2,158.33 or more a month, increases from $116.98 a month in 1979 to $132.31 a month for 1980. For railroad employers, the maximum monthly regular retirement tax increases from $266.61 to $293.81.

In addition to regular railroad retirement taxes, railroad employers also pay railroad unemployment-sickness taxes and supplemental railroad retirement annuity taxes. Throughout 1980, railroad employers will pay a tax of 5½% on the first $400 each employee earns each month to finance the railroad unemployment-sickness benefit program, a decrease from the 7% rate effective in 1979. The supplemental annuity tax rate for the first quarter of 1980 has not yet been determined but, for the last quarter of 1979, railroad employers are paying a supplemental annuity tax of 12½ cents per manhour.

Product News

Digital multimeter is portable instrument

The Simpson 360-2 is a portable meter that measures ac/dc voltage, current and resistance. Analog output permits monitoring input signal with chart recorder. The 360-2 has 29 ranges including two "low power" ohms ranges. A separate battery charger and line cord are provided.

Ranges are: DC voltage from 200 millivolts to 1,000 volts; AC voltage from 200 millivolts to 600 volts; Resistance from 200 ohms to 20 megohms; DC current from 20 microamp to 10 amp; and AC current from 200 microamp to 10 amp.

Power required is ac operation or battery charging models for 120 volts ac or 240 volts ac. Dimensions are 2.7 by 8.4 by 9 inches. Weight is about 4 lb.

For more information write Simpson Electric Co., 853 Dundee Ave., Elgin, IL 60120.

Searchlight signal type SA-1 is catalogue feature

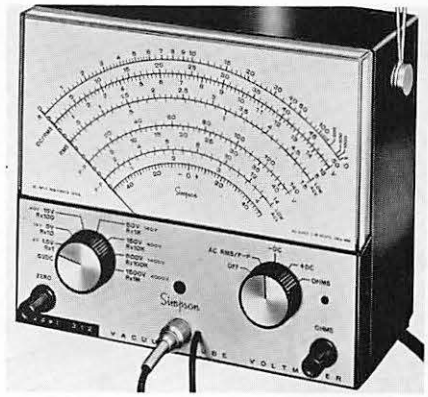
GRS Type SA-1 searchlight signal that provides precise color-disc positioning and daylight visibility of one mile is described in detail in the new GRS catalog 76-1. Usable as a high or dwarf signal, the type SA-1 unit has a built-in sighting fixture, an optional Phankill unit, and is available with choice of compound or stepped lens systems, assemblies, and wire entrance couplings.

For more information write General Railway Signal, Co., PO Box 600, Rochester, NY 14602.

Electric VOM has less circuit loading

Simpson model 312 ac/dc vacuum table voltmeter has 16 megohm dc input impedance. It features a built-in movement, overload protection and 0.5 volt dc range for solid-state circuit testing.

It will measure dc voltages from 0 to 1,500; ac voltages from 0 to 1,500



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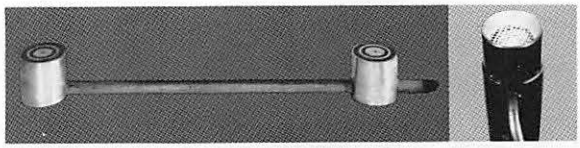

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George Meany was

George Meany, 85, president emeritus of the AFL-CIO, died January 10, 1980. He had been president of the union organization since its founding in 1955, until he retired at the 1979 convention in November, 1979. Meany's successor was Lane Kirkland, secretary-treasurer.

What follows in this special article about Meany and the AFL-CIO are Meany's speech to the 1979 convention; a resolution honoring Meany on his retirement; and Lane Kirkland's remarks supporting the Meany resolution. Also included are resolutions passed by the AFL-CIO that pertain to the railroad and transit industries; and Lane Kirkland's remarks on the death of Meany and a brief biographical sketch of George Meany.

George Meany reports to the AFL-CIO

Today is the last time I will have the honor of opening a convention of the AFL-CIO. By coincidence it is also an historic anniversary for the American trade union movement.

Ninety-eight years ago on this day — in Pittsburgh, Pennsylvania — 107 trade unionists established the first, continuing national trade union center in this country. The AFL-CIO is its direct descendant.

On November 15, 1881 the Federation of Organized Trades and Labor Unions was born for one simple reason — the unions of that day knew — as we know — that in unity there is strength.

Of course, there were many trade unions, assemblies and councils in many cities, even national and international labor unions in existence in 1881. They had already made many important gains. But the founders of this great movement knew that much more could be accomplished through a combination of all those organizations.

So they organized and adopted a charter to "promote the general welfare of the industrial classes and secure that justice which isolated and separated trade and labor unions can never fully command."

Each succeeding generation of trade unions has

At the founding convention of the AFL-CIO in 1955, George Meany (left) clasps the hand of Walter Reuther who was the former president of the CIO. Meany had been president of the AFofL. Meany became president of the newly formed AFL-CIO organization, which he led for 24 years.

"Mr. Labor" for over two decades

given that charter life and breath. It has been a torch handed down from generation to generation — sometimes flickering, but never dimmed. It is now our responsibility — individually and collectively — to preserve that charter, to give it life and meaning in our time and to pass it, intact and shining, to those who follow us; to carry that torch high, with pride, with honor.

Despite what some of my friends in the media may believe, I did not attend that convention in 1881. But I have read the proceedings and I believe Gompers, Foster, Leffingwell and all the courageous founders in our movement would look with favor upon the stewardship of their successors.

Examine, if you will, their first platform. They determined to fight for compulsory free public education, an end to child labor, achievement of the 8-hour day, protection against garnishment, apprenticeship laws, payment of wages in legal tender, repeal of conspiracy laws, creation of a national bureau of labor statistics, workers' compensation, use of the ballot to elect friendly legislators. The trade union movement has achieved all these and more.

With equal vision, succeeding generations have extended the platform. They sought social security, unemployment insurance, civil rights, health care for the elderly and the poverty-stricken, minimum wage, occupational safety and health, pensions, a national labor relations act, food stamps, and much, much more. And they achieved those goals as well.

And true to our mission to expand the frontiers of human progress, this generation of trade unionists has an agenda of platform items as yet unfulfilled — national health insurance, full employment, equal rights for women, labor law reform, to name but a

George Meany (seated) received warm praise from President Jimmy Carter (left) when the President spoke at the November 1979 AFL-CIO convention in Washington, DC. Secretary of Labor Ray Marshall (standing behind Meany's left shoulder) and Lane Kirkland (right) secretary-treasurer, AFL-CIO, joined in the applause of appreciation for Meany's efforts in the labor movement.

few. And we recognize the constant need to refine and improve and protect those programs already enacted.

Labor's agenda and labor's platform are the issue of human concern. Labor's goals are economic and social justice, and because human beings are fallible, achieving those goals requires ever new horizons and commands all of our energy.

To achieve those goals, the labor movement cannot be content with defending the status quo, or reliving past glories. We must constantly look to the future, develop new leadership, adapt policies to changing conditions and new technologies — but — always, always — with unswerving loyalty to the mission of the trade union movement as the instrument for improving and enhancing the working and living conditions of those who work for wages.

Two years from today I expect the AFL-CIO will be celebrating, in some form or other, the centennial of the American labor movement.

Because I know so well the calibre of the leaders of this movement, I am sure they will not be content to say smugly, "We've come a long way." Rather, I am confident, they will use that centennial as a launching pad for new campaigns to improve further the conditions of work and life in this land. For the quest for social and economic justice is never ending.

As I leave this office, I am happy and proud to report that the instrument workers created 98 years ago is alive and well and ready to do battle with any foe who would destroy it.

It is growing. Despite the combined effects of technology, unfair international trade policies and continued high unemployment — which have created particular problems in construction, manufacturing and transportation — the traditional bases of organized labor — more workers are covered by collective bargaining agreements today than ever before in this nation's history.

Despite the fact that the labor laws of this nation have been sharply tilted away from protecting the right of workers to organize and bargain collectively, the movement is growing.

Indeed, I am confident that the labor movement is about to embark on another period of significant growth and expansion. The growth in unionization among public workers is continuing at a strong pace — and there are significant organizing breakthroughs by unions in the service trades. White collar and professional workers are seeking organization. Farm workers are proving their strength against the most oppressive tactics used by any employers anywhere in the nation.

The Executive Council report for the past two years clearly demonstrates the good health of this federation. Last year in Missouri we resoundingly defeated a so-called right-to-work referendum, despite a multi-million dollar campaign waged by our enemies and despite every prediction from every politician that with all the strikes in Missouri, we couldn't win, well, we won by 300,000 votes. This year in the Congress our combined legislative operations blocked every attempt to destroy or weaken the Davis-Bacon Act. Our civil rights efforts have resulted in strengthened and renewed bonds of cooperation with the major minority and women's organizations. Our combined organizing efforts have made major breakthroughs in areas of the country traditionally hostile to unions. Our state federations blocked efforts in state legislatures to force a constitutional convention that would impose a government-busting balanced budget requirement. Every one of our headquarters departments has made continuing, provable advancements and I am proud of the record established by the department directors and their hard-working staffs.

Yes, the unity in the federation itself is unmatched in our history. Without exception our affiliates are involved in the activities and programs of the federation. The 24 years of merger have proven, once again, that in unity there is strength, that all workers share common interests, needs and expectations — regardless of their craft, the color of the collar they wear or any other artificial distinction.

This federation is the house of labor. It is well-built — ready to stand and to shelter workers long beyond the lifetime of everyone in this hall. And there are plenty of rooms in the house of labor to accommodate all organizations of workers.

Today the American trade union movement is vital, dynamic, growing. It is strong and unified.

But it needs to continue to grow, to consolidate its strength. And, I predict with certainty, it will.

Workers face tough days ahead. The national economy is a mess. America's energy problems are growing while the oil companies reap outrageous profits; inflation is unchecked and family budgets are wrecked; the recession is at hand and, in the bellweather housing industry, the depression is already here, yet the banks raise interest rates to the highest level in the nation's history. The shifting changing economic policies established by the administration have, without exception, failed because they were ill-advised, ill-considered, ineffective and inequitable.

Obviously there is need, at this time of economic crisis, for all elements in society to demonstrate their responsibility. We in the AFL-CIO have already done so.

For the national accord, recently reached between the administration and the AFL-CIO, is a demonstration of labor's willingness to shoulder its share of responsibility on a broad range of national concerns. It is an accord we would have willingly negotiated with the administration a year ago, but there was no real willingness on the part of the

administration to treat us as a concerned partner at that time. We intend to do our share — and more — to help develop an economic policy that is fair and workable — that divides the burden of sacrifice equally.

We have the integrity to live up to our end of the bargain. We also have the courage to blow the whistle if the administration fails to fulfill the obligations it has undertaken.

We look for deeds, not rhetoric; programs, not promises. The whole history of this movement is that our word is our bond. We shall keep our word. We expect others to keep theirs.

Now the time has come for me to thank you and the members you represent for the highest honor that could be paid any human being — the honor of leading this great organization of workers who have built this nation. It has been both a humbling and a tremendously rewarding experience.

It has given me the opportunity of knowing and working with the members of the Executive Council — past and present. Each has made significant contributions to the work of the federation. Their counsel has been wise; their support outstanding; their friendship rich and warm.

The officers of each affiliate and constitutional department and all of the state and local central bodies have carried out the programs and made this federation a testament to the foresight of those who gathered in Pittsburgh 98 years ago.

To my assistants and to the staff of the federation — both in the headquarters and the field — goes my gratitude for a job well done.

To you — the delegates to this convention — the representatives of the workers of America — goes my sincere appreciation for this opportunity to serve.

And to my God go my prayers — prayers of thanks for granting me more than one man's share of happiness and rewards, and prayers for His continued blessing on this nation and on this movement and on each of you.

Thank you.

AFL-CIO resolution praises Meany

WHEREAS, George Meany — our friend, our leader, our brother — has chosen not to seek re-election as the President of the AFL-CIO, after serving for 12 consecutive terms as the head of the largest national Trade union center in the free world; and

WHEREAS, it was George Meany's vision that brought about the merger that created this organization of free working men and women in 1955 and his determination that united us in spirit as well as in name; and

WHEREAS, George Meany — through his faith in the labor movement — his commitment to its highest

Secretary-treasurers meet at the Signalmen's convention in August 1979. Shown here are W. D. Best, BofRS secretary-treasurer; Lane Kirkland. AFL-CIO secretary-treasurer at that time; and R. Thomas Bates, BofRS president, formerly secretary-treasurer.

ideals — his dedication to achieving its goals — his willingness to give all his energy and wisdom to promoting the interests of working people — has set a standard of conduct by which trade unionists shall measure themselves and their future leaders; and

WHEREAS, George Meany's strong voice has always been raised on behalf of workers — in support of his country — in pursuit of freedom, democracy and dignity for all people — in defense of the oppressed, yearning for freedom and in condemnation of the oppressors for their inhumanity; and

WHEREAS, George Meany has always displayed the courage so often lacking in political leaders — the plain-spoken honesty unusual in this time — the compassion for others that typifies the trade union movement — the leadership to insist upon the right (but sometimes unpopular) positions lesser men avoid in pursuit of popularity; and

WHEREAS, by word, deed and personal example George Meany has reinforced those values so important to a free and democratic society — honesty — love of family, God and country — and single-minded devotion to duty; and

WHEREAS, Those who are privileged to have personally known and worked with him — as well as countless millions of workers at home and abroad who never met him, but who also considered George Meany their leader — have been enriched by his leadership — encouraged by his optimism — buoyed in times of trouble by his strength and warmed by his humor and compassion — therefore be it

RESOLVED that the 13th Constitutional Convention of the AFL-CIO extends to George Meany its heartfelt appreciation for his leadership — its love and respect — its sincerest best wishes for a

long and happy life; and be it further

RESOLVED: That, for the reasons aforesaid, this Convention holds inadequate for — and inapplicable to — George Meany that portion of Article V, Section 9 of the Constitution establishing the amount of the annual compensation to be paid to a President Emeritus; that it declares George Meany to be President Emeritus of the Federation for the period of his Natural life and it determines that George Meany be compensated as President Emeritus by the Federation for life, in an annual amount, payable weekly, equal to either the highest annual salary received by him as President of the Federation or thereafter paid to a succeeding President, whichever is greater, together with such other perquisites and benefits appropriate to his status as President Emeritus, and be it further

RESOLVED: That this resolution be made part of the permanent records of the AFL-CIO and that a suitably engrossed copy be presented to George Meany, with the warmest thanks of the grateful labor movement he served so long, with honor and distinction.

Kirkland supports resolution on Meany

Words cannot match in eloquence the record of George Meany's achievements and contributions to the enhancement of human values. The life works of this one valiant man would do honor to a dozen men, if divided among their histories. He is living proof of how much difference one person, armed with his qualities, can really make in the course of human events.

I wish to assert the privilege now of assuring that at least an exemplary few of the salient features of that record are inscribed in one place in the living history of this Federation. They enlighten and point like the lubber's line of a compass to the principles we must not let go if we are to keep the faith.

Let me begin, just a bit late in a career already marked by sound experience and responsible service, in 1933, when George Meany played a leading role in two events signaling the modern labor movement's deep involvement in social legislation and in world affairs.

In that year he played a key role in the drafting of an unemployment insurance system in New York, based on pooled state funds, rather than individual company reserves which would have chained workers to the fate of a company. After his election as president of the New York State Federation of Labor, he secured its enactment into law. The position he pioneered in his state became that of the labor movement nationally.

Also in 1933, within months of Adolf Hitler's seizure of power, George Meany helped to organize a committee to launch an anti-Nazi boycott and to create the German Labor Chest to provide assistance to trade unionists forced to flee Nazi terror. Thus began a lifelong career of staunch and stern hostility to "every form of tyranny over the mind of man"—right or left, revolutionary or reactionary.

His years in Albany as head of the State Federation were the most productive ever known in that state. In 1935 alone, 62 bills endorsed by the AFL were enacted into law.

Among the new programs achieved by Meany in those years were the landmark Security Awards Law which guaranteed payment of benefits under the Workmen's Compensation Act if the insurer went broke, and the Little Wagner Act.

Also in 1935, George Meany led a successful strike against the U.S. government to persuade the Public Works Administration to abide by prevailing wage laws on public works projects—and to assert the proposition that the refusal of bureaucracy to obey inconvenient law is just another road to tyranny.

After becoming Secretary-Treasurer of the AFL on January 1, 1940, he represented the AFL on the War Labor Board, through which American workers turned their energies to building the war machine which defeated the enemies of freedom across both the Atlantic and Pacific.

Before World War II was over, he became deeply involved in the work of the AFL Free Trade Union Committee, established to assist workers in the

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AFL-CIO passed resolutions favoring railroad industry

Aid to Bankrupt Railroads

RESOLUTION NO. 161—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, The Milwaukee Railroad, the Rock Island Railroad, and the Boston & Maine Railroad are in a state of bankruptcy due to a severe depletion of operating resources, and

WHEREAS, Through acts of Congress, and administrative actions by the Department of Transportation, financial assistance in limited amounts has been available to keep these carriers in operation and to protect the continuing livelihood of the members of railroad unions employed on those carriers, and

WHEREAS, On the Milwaukee Railroad the judge in bankruptcy proceedings has ordered an embargo on two-thirds of the carrier, which will further deplete the operating resources of the carrier and

WHEREAS, Proceedings are pending before the

liberated countries, as well as in Latin America, to build their own free, democratic unions.

The record of this committee in promoting human rights bears the Meany trademark:

- Support for the underground trade union movement in Franco Spain.
- Assistance to free trade unions in Germany as a bulwark against a return of militarism and totalitarianism.
- Publication, in 1947, of the first map of the Gulag Archipelago and repeated exposes of slave labor camps in Eastern Bloc countries.
- The rallying of trade union support, here and abroad, for the Marshall Plan to rebuild Europe, without which that program would have failed either of adoption or of success.

George Meany was a founder, 30 years ago, of the International Confederation of Free Trade Unions, created in contrast and opposition to the Soviet-dominated World Federation of Trade Unions. Meany's speech before the British Trades Union Congress first convincingly exposed the WFTU as tool of communist imperialism.

It took a George Meany to put real life and sinew into Samuel Gomper's formula for participation in politics: to reward our friends and elect them, and to punish our enemies and defeat them. In 1947, he played the leading role in establishing Labor's League for Political Education.

On becoming President of the AFL, in November of 1952, he set as his first goal the end of the civil war in the American labor movement and unity in the house of labor. That determination led to the merger of the AFL and CIO three years later.

No single event in America's labor's history exceeds in importance the merger and birth in 1955 of the AFL-CIO, and George Meany's stature and role made him its first president by acclamation.

That was not a climax, but just a beginning of George Meany's greatest years of service.

He guided the development in 1956 of the Federation's ethical practices standards, and the grim but necessary task in 1957 of enforcing them against member unions. No other voluntary association ever exercised such responsibility and faced up to the loss of 15 per cent of its membership.

He led the campaign of persuasion and reason necessary to achieve the voluntary restructuring and strengthening of the component parts of the labor movement through the merger of affiliates. More than 50 such mergers have been achieved during his presidency and he has presided over the transfer of more than 250,000 members in directly affiliated locals to national unions.

He guided the evolution of our Committee on Political Education into a major force in the political life of this country.

George Meany effectively commanded the long

Interstate Commerce Commission to seek abandonment of portions of lines of these railroads, which, if approved, would have an adverse effect on railroad employees represented by the standard railroad unions, and

WHEREAS, Optional solutions to the problems are being studied, such as stock ownership plans, hiring on a preferential basis by other carriers, etc.; therefore, be it

RESOLVED: That the AFL-CIO go on record as memorializing Congress to continue financial assistance to the Rock Island Railroad, the Milwaukee Railroad, and the Boston & Maine Railroad in sufficient amounts to keep the full operation in existence, until a viable alternative can be worked out by management, labor, the public, the Department of Transportation, and the U.S. Congress.

Windfall Profits Tax

RESOLUTION NO. 162—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, Our nation's freight railroads are the most energy-efficient means of transportation, and

WHEREAS, A strong freight rail system is vital to our nation's defense, and

WHEREAS, Our nation's passenger rail service can make a significant contribution to the energy efficient movement of people, and

WHEREAS, Both passenger and freight rail systems are experiencing a serious economic decline, and

WHEREAS, Inequitable federal subsidies across all transportation modes have contributed to the degradation of the nation's railroad system, and

WHEREAS, Federal assistance is needed to forestall imminent railroad bankruptcies and to continue essential services on bankrupt carriers, and

WHEREAS, The continued decline of our nation's freight and passenger rail systems will adversely impact our nation's objective of reducing imported energy fuels through the increasing diversion of passengers and freight traffic to less energy efficient transportation modes, and

WHEREAS, The use of federal funds from the President's proposed windfall profits tax on decontrolled oil supplies is intended to move the United States closer to the goal of national energy security; therefore, be it

and difficult process that culminated in the adoption of Article XXI, now Article XX of the Constitution, essentially resolving the problem of bitter internal disputes that tore at the fabric of unity and sapped the movement's strength and resources.

He was responsible for the creation of a new instrument, the AFL-CIO Mortgage Investment Trust, to channel a share of negotiated pension funds into the financing of federally-insured low and middle-income housing.

He brought into being effective new instruments for the promotion of free trade unionism and the improvement of the lives of workers in the developing world, through the American Institute for Free Labor Development, the African-American Labor Center, and the Asian-American Free Labor Institute.

When the long battle for civil rights for black Americans began anew following the election of President John F. Kennedy, George Meany took his stand as a strong ally in that struggle. When Dr. Martin Luther King needed bail money, the Federation provided it. When the battle came to the floor of Congress, Meany was there.

In December of 1962, he made passage of a Fair Employment Practices Act the theme of his New Year's message. Despite the reservations and doubts of President Kennedy himself, George Meany was resolute in his insistence upon the inclusion of Title VII in the Civil Rights bill. Without that insistence, it would surely have failed.

Meany promoted outreach programs to provide minorities the preparation needed to move into apprenticeship without sacrificing sound training standards, and into jobs and unions. From a meager 3 per cent minorities in apprenticeships when the outreach program began in 1964, there are now nearly 20 per cent.

George Meany was responsible for securing President Kennedy's signature on an Executive Order which gave bargaining rights for the first time to Federal workers. Many states and cities followed suit, and the Federation's public employee unions began a phenomenal growth.

Meany collaborated closely with President Lyndon Johnson to produce a remarkable array of successes for labor's legislative program: increases in Social Security, Medicare, federal aid to education, minimum wage increases, and voting rights, to name just a few.

In 1969, George Meany founded the Labor Studies Center, which now bears his name, to provide leadership training to trade unionists from around the country.

In the '70's, Meany rallied labor to the successful effort to enact collective bargaining rights for postal

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AFL-CIO resolutions (continued)

RESOLVED: That the AFL-CIO go on record to urge Congress to submit a plan to use not less than $10 billion from such windfall profits tax for both freight and passenger rail transportation improvements including new rolling stock, track rehabilitation, yard improvements, and research and design for more efficient equipment and locomotive power, and that such funds be divided with one-third of the total amount to be devoted to rail passenger revitalization and two-thirds of the total devoted to freight rail revitalization.

Amtrak

RESOLUTION NO. 163—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, The Secretary of Transportation early in year recommended a cutback of 43% in rail passenger service, and

WHEREAS, This recommendation was made at a time when Amtrak ridership has increased 40% in relatively short period following the recognition of the fuel crisis and energy shortage by the U.S. government, and

WHEREAS, The proposal to cut back on Amtrak funding came at a time when the federal budget had been increased by 6% for other forms of transportation which have less fuel efficiency than the railroad passenger system, and

WHEREAS, Deregulation in the airline industry has resulted in many cities and towns of major size not having any transportation available, and

WHEREAS, Congress in its wisdom in considering the continuation of Amtrak authorization for three years, scaled back the proposed cutback in the Amtrak system from the originally proposed 43% to a mere 15%, recognizing as it did the need for the preservation of passenger service, and

WHEREAS, A considerable number of railroad employees would have been without employment if the Amtrak proposal submitted by the D.O.T. had been implemented; therefore, be it

RESOLVED: That the AFL-CIO go on record to urge Congress to continue to authorize and appropriate sufficient funds to keep the present Amtrak system intact, and to expand it as requirements dictate.

Railroad Retirement Deficit

RESOLUTION NO. 164—By Organizations

employees and strong occupational safety and health legislation.

George Meany personally commanded labor's campaigns of opposition to confirmation of Haynesworth and Carswell to the Supreme Court.

In the fall of 1973, before the dust had settled from Nixon's Saturday Night Massacre, George Meany led the Federation's convention, then in session, to a call for the resignation of the President of the United States.

At that same historic convention, Meany led the Federation to a reversal of a long-standing position of labor, which time and change had overtaken, and to our strong support of ratification of the Equal Rights Amendment to the United States Constitution.

Also at that Convention, responding to a dramatic telephone call from Golda Meir in Israel, George Meany brought the weight of the AFL-CIO forcefully to bear in behalf of immediate and massive U.S. military aid to the State of Israel, then reeling from a savage surprise attack on two fronts. His support for Israel never wavered, but was re-affirmed time and again.

He dramatized the struggle for human freedom by providing the first platform in the United States for Alexander Solzhenitsyn, and aggressively championed the cause of many other dissidents in resistance to Soviet tyranny, at a time when our own government sought to blanket their cause in the shroud of "quiet diplomacy".

He has a book on his desk — a series of interviews with a number of Russian exiles — inscribed to him by Bukovsky's mother — who says in Russia the name George Meany means "hope".

George Meany fought for the rescue and admission of Southeast Asian refugees, rejecting complaints that domestic unemployment was more serious than the historic obligation of this nation to shelter the oppressed.

He added more legislative achievements on behalf of workers and the public at large, through further increases in the minimum wage; the pension reform act enhancing the security of millions; and the Humphrey-Hawkins Full Employment and Balanced Growth Act.

And this year, he initiated and guided the discussions that led to the consumption of a "national Accord between labor and the executive branch of government," conditioning labor's participation in a voluntary anti-inflation program upon a commitment by the Administration to the genuine pursuit of the objectives of the Humphrey-Hawkins Act, as well as other steps to assure fairness, economic progress and the protection of the weak and under-privileged from further sacrifice. That Accord further establishes, for the

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affiliated with the Railway Labor Executives Association.

WHEREAS, The 1974 amendments to the Railroad Retirement Act authorized until the year 2000 the use of federal funds in the amount of $250 million per year from the U.S. Treasury, and

WHEREAS, Due to the high rate of inflation, and the larger than expected number of employees who took advantage of the early optional retirement, the cost has increased from $250 million per year to $363 million, and

WHEREAS, Through the efforts of railroad labor, the Office of Management & Budget has authorized an increase to $313 million per year, leaving a deficit of $50 million per year; therefore, be it

RESOLVED: That the AFL-CIO go on record as supporting the efforts of railroad labor to have Congress enact pending legislation raising the total federal contribution to $363 million annually.

Suspension of Duty on Freight Cars

RESOLUTION NO. 165—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, Legislation is pending in the Congress of the United States to suspend for a two-year period the 18% duty on freight cars, and

WHEREAS, The suspension of this duty will not result in the production or movement of even one additional freight car, and

WHEREAS, The U.S. freight car-producing industry is a stable, efficient industry that provides 65,000 jobs for steelworkers, machinists, electrical workers, carmen, boilermakers, and others, and

WHEREAS, The domestic car-building industry has an estimated production capacity, when needed, of 85,000 to 90,000 cars a year, more than ample for the demand for freight cars which has leveled to an average of 67,000 cars per year, and

WHEREAS, U.S. builders are committed to increased capacity, but the suspension of the 18% duty will discourage expansion; therefore, be it

RESOLVED: That the AFL-CIO go on record as opposing all congressional attempts to suspend the 18% import duty on freight cars.

Transfer of Railroad Safety Enforcement to the Department of Labor

RESOLUTION NO. 166—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, The top priority of every railroad

first time, an acknowledged central role for labor in the development of national social and economic policy.

Many, many other achievements and milestones in the years of George Meany's service to labor can be recalled to mind and added to that recital, I am sure, by each of you here today.

I simply want to add the proposition that this federation must and will take full advantage of the Constitutional duty of the President Emeritus to "render service to the Federation in an advisory and consultative status" or, indeed, more. We cannot promise him that any desire he may have for ease and tranquility, no matter how richly deserved, will always be respected.

This great mine of wisdom, character, experience and memory is far from exhausted of its product.

The trade union movement that he has done so much to build and advance is still not yet so rich in genius and inspiration as to be able to afford the neglect of the vital resource embodied in the person of George Meany.

The resolution will, I trust, serve to assure and encourage his continued engagement in the cause for which we stand and I urge its adoption.

Kirkland statement on Meany's death.

The following is the AFL-CIO statement issued by President Lane Kirkland on the death of President Emeritus George Meany.

George Meany, our leader and our friend, has been taken from us. but what he did, what he said, what he meant shall always be with us.

He left us with much more than memories of a strong, warm, compassionate man. His legacy is the AFL-CIO itself.

George Meany constructed this house of labor out of the same granite that his Maker used in creating him. He forged the strongest, most independent, most democratic labor movement in the world.

American workers, whether they carried a union card or not, considered George Meany their spokesman. In forum after forum, his voice was their voice; expressing their hopes, fears, needs and aspirations with clarity and wisdom.

But George Meany was much more than an American trade union leader. Throughout the world, workers in other countries have established their own free, democratic movements with the help, guidance and inspiration of George Meany.

AFL-CIO resolutions (continued)

worker is the health and safety conditions of his workplace, and

WHEREAS, Staggering numbers of serious injuries and deaths from unsafe and unhealthful working conditions have caused intolerable suffering to railroad workers and their families, and

WHEREAS, There is an urgent need to provide more effective enforcement over railroad safety, and

WHEREAS, The Department of Transportation currently has jurisdiction over railroad safety, but it has not adequately enforced the laws in an attempt to correct the unsafe conditions, and

WHEREAS, The RLEA unanimously agrees that it is in the best interest of railroad workers and the public to divest the Department of Transportation from its jurisdiction over railroad safety; therefore, be it

RESOLVED: That the AFL-CIO strongly support the transfer of the railroad safety jurisdiction away from the Department of Transportation and placing such jurisdiction with the Department of Labor as contained in legislation identified as S 1170.

Railroad Unemployment Insurance Act

RESOLUTION NO. 167—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, It is the policy of the Railway Labor Executives Association to support the maintenance of a maximum daily rate of benefits under the Railroad Unemployment Insurance Act at a level which will provide a decent standard of living to railroad employees who are absent from work on account of sickness or unemployment, and

WHEREAS, The maximum daily rate remained unchanged at $12.70 per day from 1968 to 1975 despite the dramatic increase in the cost-of-living during that period, and did not provide a decent standard of living, and

WHEREAS, The association supported legislation in 1975 which would have increased the maximum rate to $30.00 per day and would have provided for automatic adjustments in the rate as the cost-of-living increases in the future, and

WHEREAS, Legislation which was enacted in 1975 provided a maximum daily benefit rate of $24.00 per day in 1975 and of $25.00 per day for 1976, and did not provide for automatic adjustments in the rate as the cost-of-living increased, and

WHEREAS, The benefit rate was not increased for the current benefit year despite the increase in the cost-of-living since the 1975 legislation was enacted, and the history of the Railroad Unemployment Insurance Act shows that benefit rates will not be maintained at adequate levels without a provision for automatic adjustments as

Behind the Iron Curtain and in all countries ruled by dictators, George Meany was hated by the oppressors because he was a beacon of hope for the oppressed. He was their spokesman, too — sounding a message of freedom, of free men and women living their lives as they wished.

We thank God for giving us George Meany. We thank his family for sharing him with us and with all who love liberty.

But, most of all, we thank him and pledge to carry out his final admonition to us: "Yours is a good labor movement. Now go out and make it better."

George Meany came up through the ranks

George Meany was born August 16, 1894 in New York City, where he attended high school. He started his career in the Plumber's Union and is a Gold Card Member of Local 2 of the United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry of the United States and Canada. He began as an apprentice and worked up to a journeyman plumber. From 1922 to 1934, he was business agent of Local 463. Meany was president of the New York State Federation of Labor from 1934 until 1939, at which time he was elected secretary-treasurer of the American Federation of Labor. In 1952, he was elected president of the AFL and was elected president of the merged American Federation of Labor-Congress of Industrial Organizations in 1955. He became president emeritus of the AFL-CIO in 1979.

Meany's civic activities, awards and honors are many. A brief listing gives the extent of the depth of interests of the man, known to many in the U.S. as "Mr. Labor."

From 1942 until 1945, Meany was a member of the War Labor Board. Also, he was a member of President Roosevelt's committee on Wartime Labor-Management Problems. He has been a United States Delegate to the United Nations General Assembly.

In 1965, Meany received an honorary Doctor of Law degree from Georgetown University. He has received other honorary degrees from Seton Hall University, Long Island University, Catholic University, University of Pennsylvania, University of Massachusetts and Fordham University.

He has been awarded the Laetare Medal from Notre Dame University; Legal Defense & Education

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the cost-of-living increases; therefore, be it

RESOLVED: That the AFL-CIO supports the enactment of legislation which will increase the maximum daily rate of benefits under the Railroad Unemployment Insurance Act for the 1979 benefit year to $28.00, which will provide for automatic adjustments in the benefit rate based on the increase in the average of wages paid in the railroad industry for benefit years after the 1979 benefit year.

Reduce Eligibility for Medicare Coverage from Age 65 to 60

RESOLUTION NO. 168—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, In recent years, following the progressive leadership of the AFL-CIO, more and more contracts have been negotiated providing for early or expedited retirement, and

WHEREAS, Many of the early retirement contracts do not provide for hospital and surgical coverage, and

WHEREAS, The absence of hospital and surgical coverage has caused many of our retired membership to experience great financial hardship, and

WHEREAS, The absence of hospital and surgical benefits acts as a deterrent to the membership from taking advantage of the negotiated early or expedited retirement contracts; therefore, be it

RESOLVED: That the delegates to the convention of the AFL-CIO go on record as favoring legislation to reduce the eligibility for Medicare coverage from age 65 to 60.

Railroad Vandalism

RESOLUTION NO. 169—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, There have been a number of ruthless attacks on railroad employees involving thousands of incidents in which bullets are shot and rocks are thrown at trains each year causing death and injury to railroad employees, and

WHEREAS, In 1976 there were 23,722 acts of vandalism, including 9,954 stonings of trains and 737 shootings of trains, and

WHEREAS, These figures reflect only a portion of the incidents, inasmuch as a statistical analysis is impossible because many incidents go unreported, and no single organization has complete case histories of those reported, and

WHEREAS, These criminal acts have resulted in deaths and injuries to railroad employees. In recent years scores of railroad workers were left dead and injured as the result of senseless acts of vandalism and violence. A file covering only one group of railroad operating employees reveals 10 deaths and 138 serious injuries, and

Award from the National Association for the Advancement of Colored People; Americanism Gold Medal from the Veterans of Foreign Wars; Cross of Merit with Star & Ribbon from the Federal Republic of Germany; the Presidential Medal of Freedom Award; John La Farge Award for Interracial Justice from the Catholic American Council and the Democratic Heritage Award from the American Jewish Committee.

Meany married Eugenia McMahon in 1919 and they had three children. His family interests also included photography, painting and golf.

AFL-CIO resolutions (continued)

WHEREAS, The state and local prosecution of these acts of vandalism is either nonexistent, or do not impose the kind of penalties that act as a deterrent; therefore, be it

RESOLVED: That the AFL-CIO give full support for the enactment of legislation that will make certain acts of vandalism a federal crime, identified as HR 2391 and S 1326.

Motor Carrier Safety

RESOLUTION NO. 170—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, Present motor carrier safety regulations do not adequately protect motor carrier operators, nor do they afford the traveling public sufficient protection, and

WHEREAS, The Federal Highway Administration is not presently empowered to effectively enforce existing regulations to afford the desired protection, and

WHEREAS, Motor carrier operators are themselves frequently victims of harassment and discrimination by management when they report such violations; therefore, be it

RESOLVED: That the AFL-CIO go on record as strongly supporting legislation pending in Congress to improve the enforcement of motor carrier regulations, and to protect employees who report them, identified as HR 2585, introduced by Congressman HarleyStaggers, chairman of the Committee on Interstate and Foreign Commerce.

Train Length Law

RESOLUTION NO. 171—By Organizations affiliated with the Railway Labor Executives Association.

WHEREAS, Congress gave broad railroad safety powers to the Department of Transportation, but the D.O.T. has not fulfilled its responsibilities under the law, and

WHEREAS, The physical conditions of railroad tracks and equipment continue to deteriorate, even though Congress has provided millions of dollars to upgrade the railroad industry, and

WHEREAS, Experience has shown that trains in excess of 75 cars have a greater chance of derailment and other safety problems than shorter trains. A study by the Massachusetts Institute of Technology came to this conclusion. Burst air hoses occurred three times more frequently on trains with 75 or more cars, and the frequency of sticking brakes was 8.5 times greater. For trains having 75 cars the incidence of coupler failure was low; for trains in excess of 75 cars the incidence was 7.4 times greater, and

WHEREAS, Studies further show that for non-track causes of derailments, the longer the train, the greater the probability of a derailment. One study by an eastern railroad has shown that an average of 4.6 cars derailed in a train of 100 cars or less, but 7.1 cars per derailment occurred in trains of 250 cars; therefore, be it

RESOLVED: That in order to help reduce derailments and component failures, the AFL-CIO support the introduction of legislation in Congress to limit the length of freight trains to not exceed 4,300 feet, exclusive of caboose, which would constitute a train of approximately 75 cars.

Other Rail and Transit Issues

These topics were covered in other resolutions passed at the AFL-CIO convention.

The general welfare of the nation depends on a transportation system designed to safely, efficiently, economically and conveniently move people and goods. A sound transportation program would expand employment opportunities, generate new investment, protect the environment, support national security requirements, and help forward the nation's energy goals. This requires a joint effort on the part of government, the industry and labor to design and develop the programs required to meet this need.

Railroads

America's railroads have been declining for a number of years with job losses and reduced service to the public. Adding to the problem has been the lack of funds for rehabilitation, maintenance and equipment stemming from railroad management decisions to divert rail generated income to ventures that have little to do with railroads or transportation.

To insure adequate rail passenger service, conserve energy and protect the environment, the federal government must: (1) provide the funds needed to make Amtrak a first-rate rail passenger service, (2) place a moratorium on any cutbacks in service, and

Signal Training Bulletin

COMMITTEE G: Education & Training
Communication & Signal Division, AAR

C-10 Biased Relays

(Please turn page)

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Signal Training Bulletin

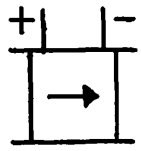
COMMITTEE G: Education & Training
Communication & Signal Division AAR

C-10 Biased Relays

Approved January 1972

Definition: A relay which will operate to its energized position by current of one polarity only, and will return to its de-energized position when current is removed, or the polarity reversed.

Symbol:



Description: A biased neutral relay is a relay equipped with a permanent magnet and a leakage strip between the cores, so arranged that the relay armature will pick up only if current is flowing through the coils in the proper direction.

Purpose and Application: Biased relays are used for both line and track. As track relays, they provide protection against defective insulated joints if the polarity of adjacent track circuits is staggered and are less susceptible to foreign current because of their response to current of only one direction. When the biasing feature is applied to a two-point track relay having a relatively large air gap, a relay having quick drop-away, and high drop-away, with respect to normal working current, is obtained. Improved shunting sensitivity, in addition to the advantages mentioned previously, is also obtained.

They may be used instead of polar line and neutral line relays in polarized signal control circuits. They may be used for switch operating and correspondence or repeating circuits or, in any neutral or polarized line circuit where response to a particular polarity is required. They are particularly useful in neutral line circuits for protection against foreign current and crosses as a battery-checking relay where polarized circuits are fed from one section of a split battery and other loads are connected across the whole battery.

General Information: None.

Detailed Operation: With the polarity of the permanent magnet as shown in Figure 1 and no current flowing through the coils, the major portion of the magnetic flux produced by the permanent magnet goes through the "U" core and leakage strip. Because of the high reluctance of the air gap, very little flux will flow through the armature.

Assume current flows through the coils in such a direction that the resulting magnetism opposes the magnetism of the permanent magnet in the "U" core, Figure 1. This is comparable to a high reluctance in the path of the permanent flux in the "U" core. This

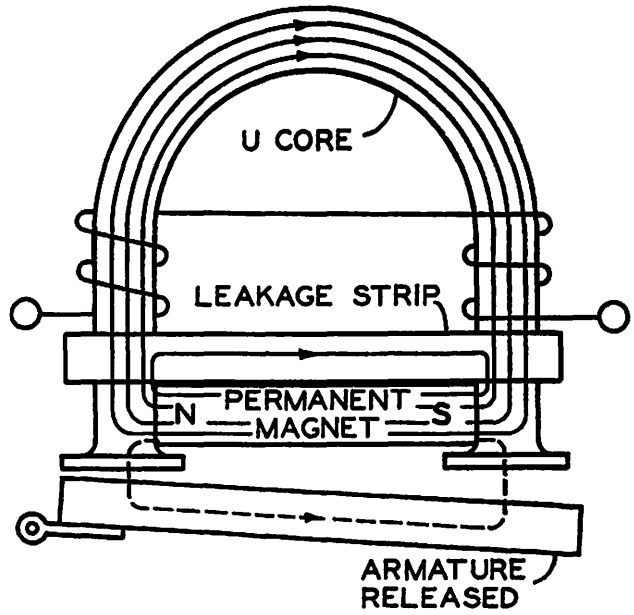


Figure 1: No voltage applied. The biased neutral relay is deenergized. Most of the magnet flux is in the "U" core. A very small amount is in the strip and in the armature.

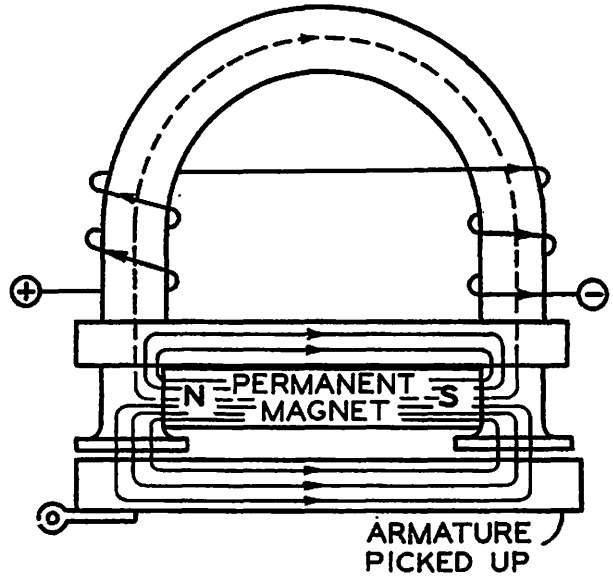


Figure 2: Voltage of correct polarity applied. The relay armature picks up. Most of the magnet flux is diverted through the armature because current through the coils has created a flux in opposition to the permanent magnet flux thus causing an effective high reluctance in the "U" core.

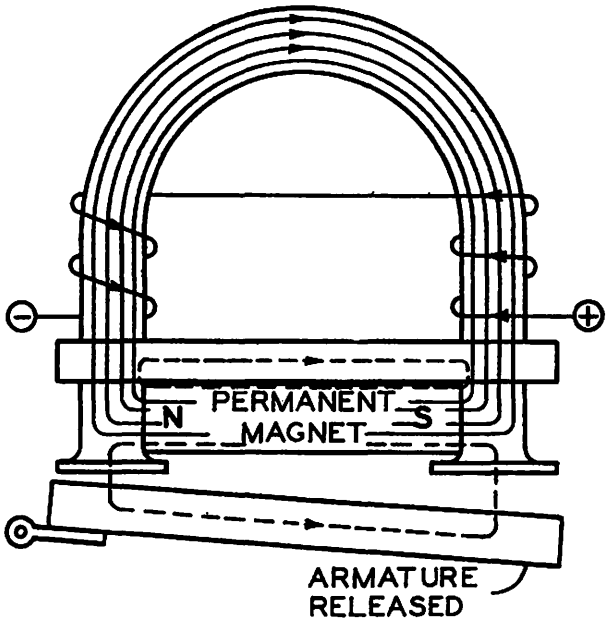


Figure 3: Voltage of wrong polarity applied. The relay armature does not pick up. Practically all the magnet flux is in the "U" core because the current through the coils has created a flux which aids, rather than opposes, the permanent magnet flux thus causing an effective lower reluctance in the "U" core than shown in Figure 1.

causes part of the permanent magnet flux to be diverted through the armature of the relay. Note that the coil flux is in the same direction as the permanent magnet flux through the leakage strip. The combination of permanent magnet flux and coil flux through the leakage strip tends to saturate the leakage strip and causes even more of the permanent magnet flux to seek a path through the armature of the relay. The relay will now assume the energized position, or pick up.

The armature will remain up as long as the coils are energized. See Figure 2. When the circuit is opened, the magnetic force opposing the permanent magnet is destroyed. The flux of the permanent magnet once more resumes the low reluctance path through the "U" core and leakage strip, which have lower reluctance than the path through the armature. Since there is no force to hold the armature up, it falls away from the pole pieces.

Assume voltage of the opposite polarity is applied to the coils. See Figure 3. This would merely create a magnetic force which would aid the magnetic force of the permanent magnet and the flux would remain in the "U" core and the strip. The armature cannot be picked up with voltage of the opposite polarity.

Figures 4 and 5 illustrate a slightly different method to obtain the bias. In Figure 4, with no voltage applied to the coils and the relay in the de-energized position, a part of the permanent magnet flux passes lengthwise through the armature and exerts a torque on the armature which assists gravity in holding the back contacts closed.

When energy of the polarity as shown in Figure 5 is applied to the coils, the flux created in the armature by the current flowing in the coils will be in opposition to the permanent magnet flux. As the coil flux increases, the armature flux increases and opposes the permanent magnet flux. When the coil flux increases to a value such that the hold-down effect is neutralized, the armature will pick up.

If energy of opposite polarity is applied to the coils as shown in Figure 6, the resultant coil flux will pass through the armature in the same direction as the permanent magnet flux and the armature will remain in the de-energized position.

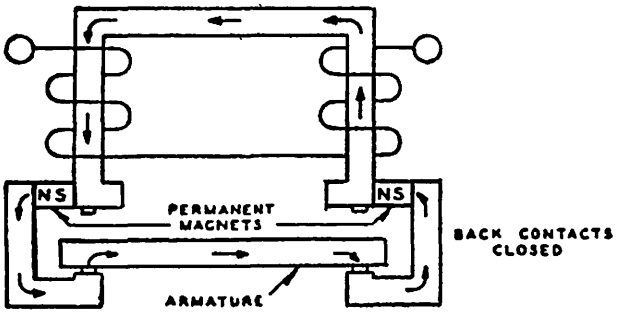


Figure 4

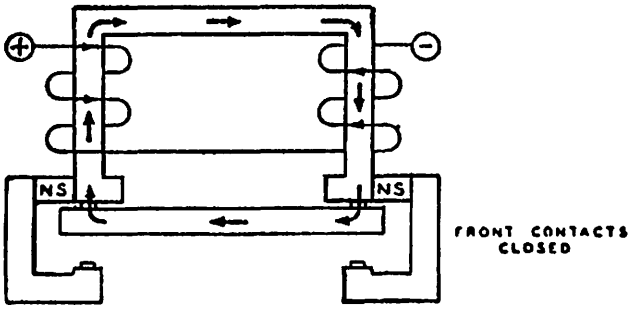


Figure 5

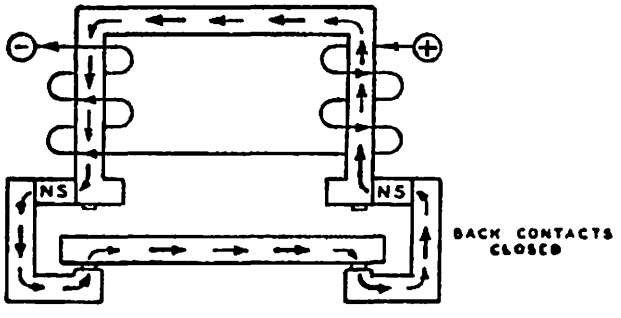


Figure 6

Notes:

(3) develop programs and policies to increase service and make Amtrak a comprehensive national passenger railroad system.

Con Rail has made considerable progress in the past three years but a continued federal commitment is required to rehabilitate its plant, equipment and services.

The AFL-CIO is convinced that the decline in the nation's railroad industry must be reversed and a safe, efficient, and dependable system must be established. We oppose railroad deregulation as antithetical to adequate service and fair rates. We also renew our call for an in-depth study of the feasibility of nationalization of the nation's railroads.

The executive branch should abandon its efforts to subvert the will of Congress by reducing annual appropriations to the Railroad Retirement trust fund mandated by the 1974 amendments to the act. The budget should reflect those amounts necessary to restore the fund toward solvency; annual efforts to reduce necessary levels of funding are driving the fund closer to insolvency and ultimately to denying benefits to rail workers.

- Special transportation projects including rehabilitation of the railroads and expansion of urban mass transit;
- Mass transit systems should be improved and expanded and fares subsidized.
- The present "Buy American" provision of the Urban Mass Transportation Act should be revised so that instead of requiring that only 51 per cent of a bus or transit car be made up of components made in the U.S., all transit buses and rail cars and related supplies and equipment funded by federal tax dollars shall be 100 per cent fabricated and assembled by American workers under union labor conditons.
- Any program of expanded federal aid for mass transit must assure that each level of government shall preserve and promote the collective bargaining process; that must be left to local self-determination between the industry and the unions representing the workers in the industry.
- The Labor protection provisions of the Urban Mass Transportation Act must remain the exclusive responsibility of the Department of Labor.

Attention: When writing Grand Lodge about any matter, be sure to include your name, certificate number and current address.

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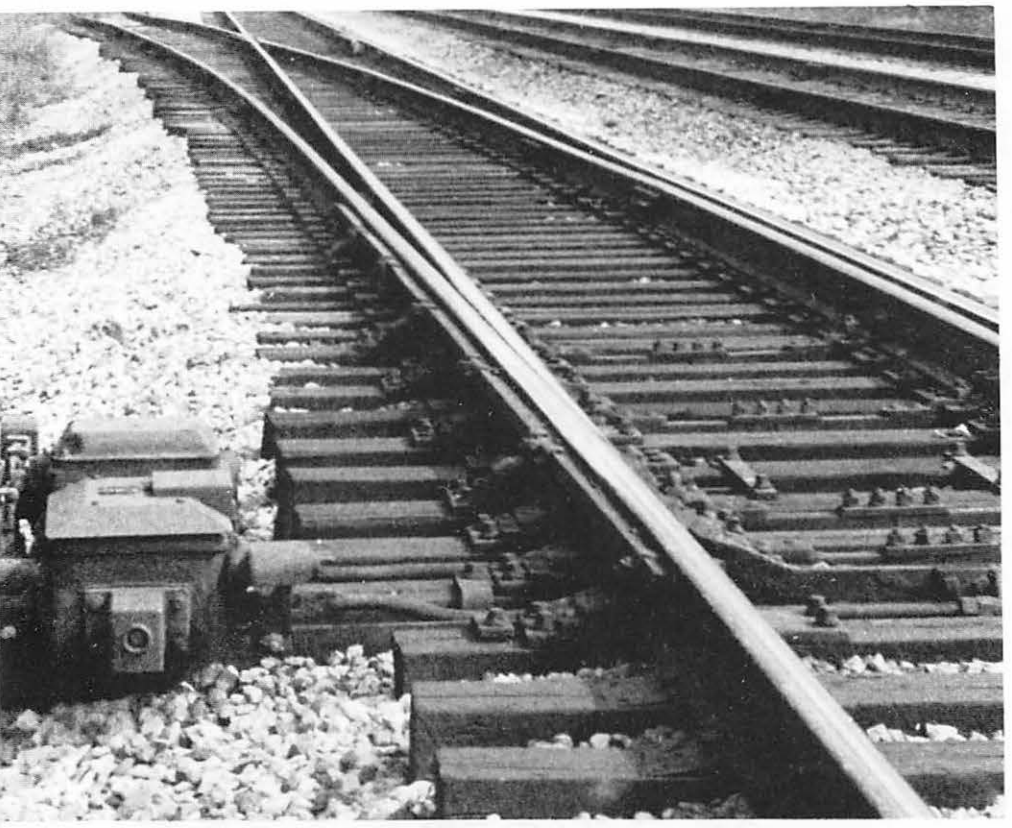


Operating checks should be made

By Paul Brannen

A false clear signal failure is a fearsome and frightening experience even for one who is not directly involved, and even though no injuries, deaths, or property damage result, it is easy to see how serious the results could be.

It happened on a new stretch of single track which was being placed in service. The switches at the ends of controlled sidings had low voltage electric movements, arranged so that they could be hand cranked in the event of control circuit failure or power failure. The hand cranks were kept in housings mounted on the track side of the relay bungalows, and were locked in place by a conventional switch padlock. When the hand crank was removed from its housing, contacts therein opened the switch repeater relay circuits, so that no signals could be cleared for movements over the switch.

The switch machines were provided with a cranking shaft access cover, also locked with a switch padlock. When the cover was opened, the crank could be fitted on the shaft, and the movement could be cranked by hand from one position to the other. As a safety measure, opening of the access cover operated a contact which opened the motor circuit, so that power could not be supplied to the motor when the cover was open.

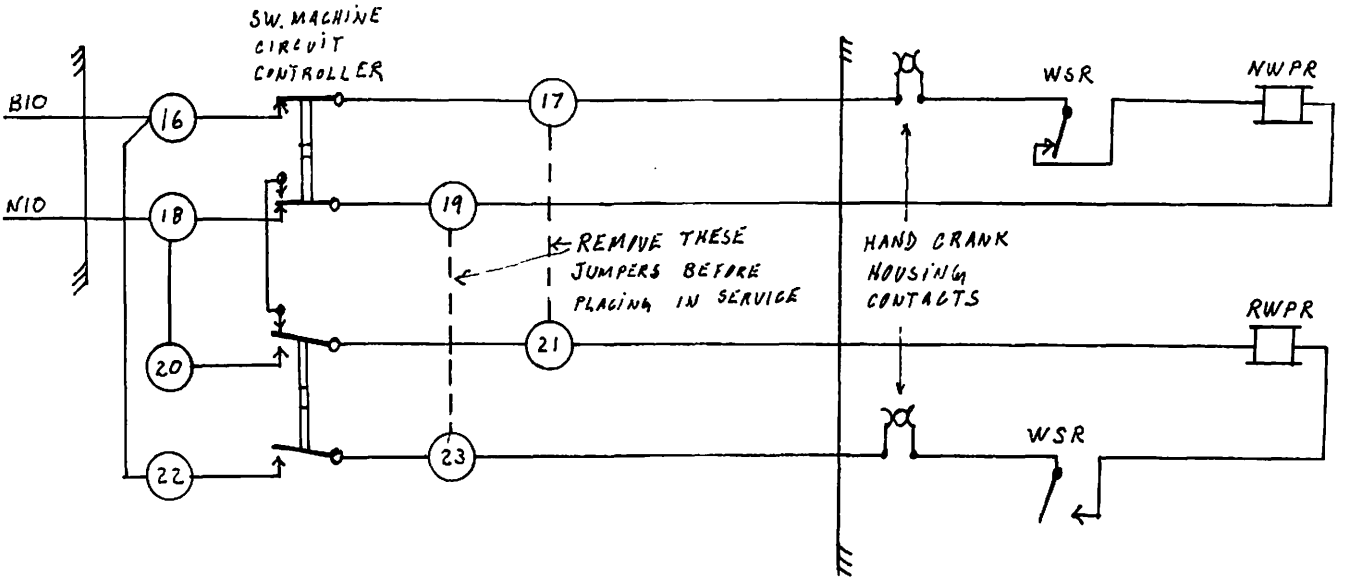
Furthermore, this contact was latched open mechanically when it was operated, so that even after the crank was removed and the cover closed, the motor contact remained open. It was necessary for a signal department employee to unlock a signal department padlock and open the circuit controller compartment on the switch machine in order to unlatch the contact and restore the machine to power operation. The philosophy of this feature was that if a hand cranking operation took place, the switch should not be restored to power operation except by a signalman who could inspect the switch and its adjustments.

The train crews had been instructed about the hand cranking operation, but apparently neither they nor the majority of the signalmen knew about the latching feature.

On the day the first section of ctc was placed in service, a northbound freight tain was on one of the controlled sidings, waiting for a meet with a southbound passenger train. While waiting, the head end crew walked up to the switch, which was lined for the main track, and out of curiousity proceeded to unlock the access cover and open it. They did not remove the hand crank from its housing. They closed and locked the access cover and returned to their train. Now, of course, the switch could no longer be operated by the dispatcher, since the motor circuit contact was latched open.

The southbound train arrived and proceeded on the main track. At the control office, the arrival and departure of the passenger train at the north end of the siding was correctly indicated on the control machine. The dispatcher then sent appropriate control codes to reverse the switch and clear the dwarf signal on the siding so that the northbound freight could move out. The dwarf signal went to green, as seen by all three of the head-end crew, and the train began to move out of the siding.

Then one of the crew saw that the switch points were still in their normal position! The train was of course still moving very slowly, and there was no difficulty in stopping it before reaching the switch points. A



signalman who had arrived in the meantime also observed that the switch was not in the proper position.

After the initial shock and excitement, things settled down a bit and steps were taken to get the freight under way. My recollection is that the signalman on the scene, after noting what happened, had the freight back up in the siding until the detector section was clear, after which, since the motor contact had been restored to normal, the dispatcher was able to control the switch to its reverse position by power and then reclear the siding dwarf signal. The signalman had checked that the main line leaving signal was at stop, and with the switch points properly lined and locked in the reverse position, the freight was given permission to proceed out onto the single track block, and it departed without further incident.

Signalmen, including supervisory personnel, had been quickly converging on the scene. It was quickly enough determined that the latched motor contact was responsible for the switch machine not responding to the dispatcher's commands. It was now necessary to determine how the leave siding dwarf signal indicated proceed with the switch in its normal position instead of reverse position.

The switch indication circuit was arranged as shown in the accompanying drawing. For a number of years, these machines had been pre-wired at the factory for an indication circuit using a polarized relay, in which the circuit controller was wired as a polechanger. Polarized indication circuits were preferred for switch indication circuits for power interlockings using locked-levers, but were not suitable for all-relay or ctc systems on account of the greater number of contacts required for normal and reverse indication requirements in these later schemes. Nevertheless, the machines were still factory wired for the polarized indication circuit, but where neutral normal and reverse indiction relays were used, the circuit diagrams showed the factory wiring and then added the legend "remove these jumpers before placing in service." So all was well and good if in the process of field installation, the unneeded jumpers were taken out. But what if they were overlooked for some reason?

And that is exactly what had happened at this location. The jumpers did not show up during the breakdown testing, since only one repeater relay at a time was checked, and a study of the circuit will show that under those circumstances, the circuit check would not reveal the presence of the jumpers. As for the operating test, it turned out that the testmen had only made operating checks with the switch in power operation and not under the condition where the motor control circuit was opened. Surely the faulty indication circuits would have been discovered if the operating check had been conducted for all conditions, and not just for normal operation.

With these jumpers in place, the switch repeaters NWPR and RWPR were not governed by the position of the switch at all, but were only repeating the position of the switch code control relay WSR. Thus when the dispatcher sent the control code to reverse the switch, the switch could not operate, but since WSR reversed, NWPR dropped and RWPR picked up, so that the siding dwarf signal cleared.

The signal manufacturer was promptly informed about this incident, with a request to eliminate these jumpers altogether at the factory. But with the usual inertia and bureucratic red tape found in such organizations it was something like a year before the elimination became standard.

Food for thought; Make sure that operating checks of new installations include all possible operating conditions, not just the normal modes.

Are you sure there are no unneeded jumpers in any of your switch machines.

Ten Labour Myths

Editor's Note: Our thanks to Canadian Labour published by the Canadian Labour Congress for this article about 10 Labour Myths.

By Ed Finn

Mankind has always been plagued by myth and superstition.

There was a time when most people believed that the Earth was flat, and the Moon made of green cheese. There was a time when "witches" were burned at the stake, and "doctors" used leeches as a cure for every ailment.

We like to think we live in more enlightened times today. But myths still dominate the thinking of many people — and nowhere more pervasively than in the world of labour relations.

Most Canadians are labour illiterates. They accept as truth numerous lies and distortions about unions that have no more factual basis than those superstitions of the past that they now ridicule.

But a belief in labour "bogey-men" is no less ridiculous than a belief in witches or demons. A belief that unions are harmful to our economy is no less preposterous than a belief that the Earth is flat.

The truly intelligent and open-minded citizen will make an effort to find out the truth about unions. This brief examination of the 10 most widely accepted labour myths may serve as a learning tool in that re-education process.

Union-won wage increases are the chief cause of inflation, so controls on wage increases will keep down the cost of living.

If this myth hasn't been permanently punctured by our experience with wage controls (1975-1978), it never will be. During that period, average wage settlements were reduced to less than one-third their pre-controls level. If wages really are the chief factor in inflation, that should have produced a sharp drop in prices. But it didn't. Prices kept skyrocketing, forcing most workers to take cuts in their real income. The truth is that wage increases do not cause price increases.

Wages go up as a response to rising prices. That has been the finding of every objective, scientific study. Most economists would agree with economic columnist Diane Cohen's statement: "There has not been a shred of evidence . . . that wages have added anything to the Canadian rate of inflation." Over the past 50 years, total labour income, as a percentage of the Gross National Product, has fluctuated only a few percentage points — proving that rising wages and salaries have simply maintained their usual share of a growing GNP.

Wages are continually subject to restraint through the machinery of collective bargaining, compulsory conciliation, and legal restrictions on the right to strike. Unlike other forms of income — profits, stock dividends, rents, professional fees — wage levels must be set through negotiations with employers.

The only fair (and effective) form of wage control is price control. If limits were enforced on price increases, it would automatically lower workers' needs and expectations, and they would gladly settle for correspondingly lower wage hikes.

Labour-management conflict can and should be replaced by labour-management co-operation.

As an ideal, this is quite acceptable. But unfortunately we live in a society that is based on competition, not co-operation: a society in which we are all supposed to compete with one another for our respective shares of the national income. That's the underlying principle of private enterprise.

No doubt the jungle, too, would be a much better place if the animals would stop hunting and killing one another. Given their nature, however, the suggestion that the lion and lamb lie down together is not very practical. Particularly not for the lamb.

The world of industry and employment is also a jungle, a world in which the strong prosper and the weak languish.

Many persons in both unions and companies wish it were otherwise. But they are trapped in the present system. They know that it will take a complete reversal of basic beliefs, and the abandonment of our entire economic philosophy, before a change to labour-management co-operation can take place.

Conflict is built into the present system, and strikes are simply one of its manifestations. As long as the relationship between management and labour is based on their respective power, the extent of that power will occasionally be tested — if only because so many employers refuse to take workers' requests for better pay and working conditions seriously unless they are willing to strike for them.

Unions don't need, and shouldn't be given the right to strike.

Although it's not generally realized, the right to strike is a fundamental right no less important than freedom of speech or freedom of the press. Why? Simply because it is a vital part of the collective bargaining process.

Free collective bargaining is the only instrument that workers have to protect and promote their interests in our economic system. Without that ultimate right to withdraw their labour, they would have no strength to bargain, and would have to accept whatever wages and working conditions their employer decided to impose on them.

The only thing workers have to bargain with is their skill or their labour. Denied the right to withhold it as a last resort, they become powerless. The strike is therefore not a breakdown of collective bargaining — it

is the indispensable cornerstone of that process.

The right to strike should be replaced by compulsory arbitration.

Compulsory arbitration has never worked in any democratic country where it has been tried. It has been a dismal failure in Australia, where the incidence of annual strikes is three to five times the Canadian average. It has flopped in both Britain and the United States as well.

When British Columbia introduced compulsory arbitration of labour disputes in 1968, the number of mandays lost through strikes and lockouts in that province quadrupled in the next two years. The B.C. experiment fizzled out shortly afterward.

The Federal Task Force on Labour Relations ruled out compulsory arbitration as an acceptable alternative to the right to strike. "The inconvenience caused by strikes," said the Commission in its historic report, "is a small price to pay for the maintenance of the present collective bargaining system and the basic human rights on which it is founded."

In any event, a ban on strikes is impossible to enforce in a free society. Only in a police state can workers be forced to work against their will. In a free society, compulsory arbitration doesn't eliminate strikes; it merely makes them illegal.

Unions are always making "unreasonable" wage demands.

What is a "reasonable" wage demand?

One that meets the workers' needs? One based on the employers' ability to pay? One that's tied to productivity?

The fact is that nobody has yet devised a workable formula for determining wage increases that would be considered reasonable by the workers, by their employer, by the public, the press and the government.

Besides, most employers — except occasionally when in genuine financial stress — still refuse to open their books to union negotiators. Unions are thus denied access to the data on profits, productivity and labour costs that they must have in order to formulate "reasonable" demands. The only alternative in our private enterprise society is to go for as much as they think their members are entitled to get.

Strikes are the main cause of low productivity and do irreparable harm to the economy.

The costs of strikes are greatly exaggerated, amounting on average to the loss of only one-half a workday a year for each employee.

As the Federal Task Force on Labour Relations pointed out, this is only a small fraction of the time lost through illness, accidents and unemployment.

An effective anti-flu vaccine would save far more working time than the most repressive anti-strike law.

Most companies can now completely offset the loss of production during a strike by stockpiling beforehand and using excess capacity and overtime afterward. Most of the business allegedly lost during strikes is merely deferred. This is borne out by strike studies showing that most business firms affected by strikes have been able to maintain their annual production norms.

There is no reliable standard for assessing the effects of a strike or the damage (if any) it causes. There is a tendency to quote unverified estimates of the daily losses a strike is supposedly inflicting, without taking into account what a struck firm is saving in wages and other operating costs. Isolated cases of hardship are also widely publicized, giving the impression that they are numerous. In this way a strike can be made to appear much more harmful than it actually is.

Workers in unions are pushed around and often forced to go on strike by power-mad "labour bosses".

The term "labour boss" was coined to portray the typical union leader as the equivalent of the company vice-president he faces across the bargaining table. It implies that a union officer has the same authoritarian control over his members that the company boss exerts over his subordinates.

In fact, the union leader is elected by the union's rank-and-file members at a convention, and is answerable to them for his or her actions. The members dictate to the leader, rather than the other way around.

The Senate Report on Growth, Employment and Price Stability pointed out that "the Canadian labour movement is, for the most part, as far as any human organization can be from an obedient, boss-directed civilian army . . . The typical union leader is much less a 'boss' than a replaceable politician with a difficult and turbulent constituency."

Unions always conduct membership votes before taking strike action, and a strike occurs only when approved by a clear majority.

It is inconceivable that workers would walk a picket line, in all kinds of weather, sometimes having confrontations with police and strikebreakers, existing on strike pay that is only a fraction of their normal income, if a majority of them were opposed to the strike. It simply couldn't happen.

Most union leaders measure their success by the extent to which they can avoid strikes, and they do manage to settle 95 out of 100 contract negotiations without a strike. But a .950 batting average evidently doesn't satisfy some of the public and the press. Though tolerant of most other imperfections in an imperfect world, they demand perfection from the collective bargaining process.

Strikes could be eliminated by getting rid of unions.

Sorry, that wouldn't do it. Workers have been going on strike since the dawn of recorded history, in every civilization, and under all kinds of political systems. Whenever workers' discontent rises to an intolerable

level, they'll strike, whether they're building the great pyramids of Egypt, working as potters or goldsmiths in the Middle Ages, or sorting mail in the Twentieth Century. Canada's first recorded strike for better wages — by the fur trade voyageurs at Rainy Lake, in August, 1794, occurred long before the first union was formed in this country.

Modern unions, in fact, through collective bargaining, prevent many more strikes than they initiate. Do away with unions, and the ensuing economic chaos would make current strike disruptions seem trivial by comparison.

The public is not represented in – and is the innocent victim of – strikes by workers in the public sector.

Unions in the public sector have to bargain directly with government officials or their agents. Who are these officials representing if not the public?

The mandatory conciliation process, along with the other legal rituals that must be followed before a legal strike can begin, are all imposed by government in the name of the public.

Public employees are exactly what their label implies. They are the public's employees.

They are our employees, and when they go on strike they do so for the same reason employees in the private sector go on strike because they are dissatisfied with the way we — through our elected representatives — are treating them.

If the services provided by postal workers, by garbage collectors, by hospital workers, by workers in transportation and other key industries are truly essential, why are such workers so often among the lowest paid? If their jobs are so indispensable why are they not treated accordingly?

The public, as an employer, really has no more right to claim immunity from strikes than any other employer who doesn't make an honest effort to treat his workers fairly.

Unions representing public employees have no alternative, when governments refuse to bargain in good faith, than to exercise their right to strike, when its members vote for this action.

People who may be hurt by such strikes should make an effort to look at both sides of the dispute — to determine if their employees' demands are justified. If this is clearly the case, then public pressure should be directed at governments to offer a fair settlement, rather than to enact strike-breaking laws.

The strike weapon makes unions too big and powerful.

"Big" and "powerful" are relative terms. In actual fact, most Canadian unions are quite small, and together they represent less than 40% of the country's non-farm workers.

Because collective bargaining usually involves only one union local at a time, most strikes that take place are confined to one community or region.

Even the largest unions in terms of size and resources, pale by comparison with multinational corporations such as Inco, Imperial Oil, or Canadian Pacific.

If unions were even one-tenth as powerful as they are thought to be, they would be able to organize the five million Canadian workers still outside unions. They would be winning more of their strikes and increasing their members' wage rates a lot more than they actually are.

Besides, there's no relation between union size and power and the incidence of strikes. In Sweden and West Germany, for example, 80 to 90% of all workers belong to unions, yet these countries have few strikes — mainly because of the more enlightened policies of their governments and employers.

Granted, strikes sometimes hurt or inconvenience innocent people. But so does almost every form of economic activity. When prices go up, that hurts. When profits are taken out of the country and invested abroad, that hurts.

Anti-union spokesmen ignore the fact that workers are people, too. All they want is a fair payment for their labour — a fair share of the economic benefits which they help to produce. And why, when a strike occurs, blame only the workers and their unions, as if they were the only ones involved? It takes two parties to make a quarrel, and, more often than not in industrial disputes, it's management that is mostly to blame.

DIX MYTHES SUR LES SYNDICATS

By Ed Finn

Depuis toujours, l'humanité a été en butte aux mythes et aux superstitions.

La plu part des gens ont cru autrefois que la terre était plate, et la lune, un fromage vert. On croyait aux "sorcières", et on les brûlait; on saignait les malades avec des sangsues.

Nous pensons peut-être que notre société est plus éclairée aujourd hui. Mais beaucoup d'idées fausses circulent encore, dont les plus courantes sont celles qui concernent les syndicats.

La plupart des Canadiens ont des idées primitives sur le syndicalisme. Ils avalent à ce sujet bien des mensonges et distorsions de faits qui ne correspondent pas plus à la réalité que les superstitions du passé qu'on trouve maintenant ridicules.

Il est aussi ridicule de croire que les syndicats sont diaboliques que de croire aux sorcières. Croire que les syndicats nuisent à l'économie est aussi grotesque que de croire à la terre plate.

Les citoyens véritablement intelligents et ouverts font l'effort de rechercher la vérité. Aidons-les dans ce

processus en démasquant dix des mythes les plus fréquents au sujet des syndicats.

Les hausses salariales obtenues par les syndicats sont inflationnistes; il faut geler les salaires pour modérer l'inflation.

Si l'expérience du gel des salaires (1975-1978) n'a pas dissipé ce mythe pour de bon, rien ne le pourra. Au cours de cette periode, la moyenne des augmentations salariales s'est maintenue à moins d'un tiers de celles d'avant les contrôles. Si les salaires avaient été la cause principale de l'inflation, les prix auraient diminué en conséquence, mais ce ne fut pas le cas. Ils ont au contraire grimpe terriblement, ce qui a entamé le pouvoir d'achat de la plupart des travailleurs. La vérité, c'est que les augmentations salariales ne causent pas la hausse des prix: elles en sont la conséquence, comme le prouve toute étude scientifiquement objective. La plupart des économistes s'accordent à dire, avec la journaliste Diane Cohen: "Il n'existe pas la moindre preuve que les salaires aient le moindrement augmenté le taux de l'inflation au Canada." Depuis 50 ans, le pourcentage du revenu total des travailleurs par rapport au Produit national brut n'a fluctué que de quelques points, ce qui prouve que les salaires n'augmentent pas plus vite que les autres éléments du PNB.

Les salaires sont constamment contenus par les mécanismes de la négociation collective, la conciliation obligatoire et les lois sur les grèves. Contrairement aux autres formes de revenu (profits, dividendes sur placement, loyers, honoraires professionnels), le niveau des salaires ne peut être établi qu'après négociation avec les employeurs.

Las seule façon équitable (et efficace) de contenir les salaires, c'est de contenir les prix. Si l'on appliquait des limites aux prix, on diminuerait automatiquement les besoins financiers et les revendications des travailleurs, qui consentiraient plus volontiers à des hausses salariales limitées en conséquence.

Les conflits de travail devraient être remplacés par une collaboration syndicale-patronale.

Idéalement, oui. Malheureusement, nous vivons dans un système de concurrence et non de collaboration; c'est une arène où il faut lutter avec les autres pour obtenir notre part du revenu national. Tel est le principe de base de l'entreprise privée.

La jungle serait bien plus agréable, elle aussi, si les animaux cessaient de s'entre-chasser et de s'entredévorer. La nature étant ce qu'elle est, il ne serait pas très réaliste de demander à l'agneau et au loup (surtout pas à l'agneau) de coucher ensemble.

Le monde du travail est lui aussi une jungle, où les plus forts prospèrent et les faibles végètent. Bien des gens (côté syndical et patronal) souhaiteraient qu'il en soit autrement, mais ils sont pris dans le système. Ils savent qu'il faudrait complètement changer les croyances et la philosophie économiques actuelles pour qu'une véritable collaboration syndicale-patronale soit possible.

Le système actuel repose sur le conflit, et les grèves n'en sont qu'un aspect. Tant que les rapports entre patrons et employés demeureront une lutte pour le pouvoir, il y aura occasionnellement des affrontements où ils mesureront leur puissance respective, ne serait-ce que parce que trop d'employeurs refusent de prendre au sérieux les revendications des travailleurs jusqu'à ce qu'ils se montrent prêts à débrayer pour obtenir de meilleurs salaires et de meilleures conditions de travail.

Les syndicats n'ont pas besoin du droit de grève et ne devraient pas l'avoir.

Même si les gens ne s'en rendent pas toujours compte, le droit de grève est aussi fondamental que le droit à la liberté d'expression et à la liberté de presse. Pourquoi? Parce qu'il est un élément vital du processus de la négociation collective.

Pour protéger et promouvoir leurs intérêts dans notre système économique, les travailleurs n'ont qu'un seul instrument: la négociation collective libre. Sans le droit ultime de cesser de louer leur travail, ils n'auraient aucun pouvoir de négociation et devraient se contenter des salaries et conditions de travail que l'employeur leur imposerait.

Leur seule monnaie d'échange dans ce marché, c'est leur compétence ou leur travail. Si on leur ôte le droit de débrayer en dernier ressort, ils perdent tout pouvoir. Par conséquent, la grève n'est pas un échec des négociations, elle en est la pierre angulaire indispensable.

L'arbitrage obligatoire devrait remplacer le droit de grève.

Dans tous les pays démocratiques où l'on en a fait l'expérience, l'arbitrage obligatoire n'a rien donné. Ce fut un échec décevant en Australie, où l'incidence des grèves est trois ou cinq fois plus élevée que la moyenne canadienne. Ça n'a pas marché non plus en Grande-Bretagne ni aux Etats-Unis.

Lorsque la Colombie-Britannique a décrété l'arbitrage obligatoire en 1968, le nombre de jours-homme perdus en grèves et lock-outs a quadruplé en deux ans. On y a mis fin peu après.

Le Groupe fédéral de travail sur les relations industrielles a écarté l'arbitrage obligatoire comme solution de rechange acceptable au droit de grève. Dans un rapport mémorable, la Commission déclarait: "Les inconvénients des grèves sont un prix minime à payer pour la préservation de notre système de négociation collective et des droits fondamentaux sur lesquels repose cette négociation."

D'ailleurs, l'interdiction de faire la grève est impossible à appliquer dans un Etat démocratique. Seul un Etat policier peut forcer les travailleurs à travailler contre leur gré. Dans une société libre, l'arbitrage obligatoire n'élimine pas les grèves, il ne fait que les

rendre illégales.

Les syndicats ne cessent de faire des revendications "irraisonnables".

Qu'est-ce qu'une revendication salariale raisonnable? Celle qui correspond aux besoins des travailleurs? A la capacité de payer de l'employeur? A la productivité?

Personne n'a encore trouvé de formule valable pour déterminer quelles augmentations salariales seraient jugées raisonnables par les travailleurs, l'employeur, le public, les journaux et les gouvernements.

De plus, la plupart des employeurs — sauf à l'occasion lorsqu'ils appréhendent un véritable désastre financier — refusent encore d'ouvrir leurs livres aux négociateurs syndicaux. Ce qui fait que les syndicats n'ont pas accès aux chiffres des profits, de la productivité et des coûts de maind'oeuvre qu'ils devraient avoir pour formuler des revendications "raisonnables". Dans le système de la libre entreprise, ils n'ont pas d'autre choix que de réclamer ce à quoi leurs membres estiment avoir droit.

Les grèves sont la principale cause des baisses de productivité et nuisent irrémédiablement à l'économie.

On a beaucoup exagéré le coût des grèves, qui ne s'élève qu'à un demi-jour-homme par année pour chaque travailleur. Comme l'a fait remarquer le Groupe fédéral de travail sur les relations industrielles, ce n'est qu'une petite fraction du travail perdu pour cause de maladie, d'accidents ou de chômage. Un vaccin antigrippe efficace épargnerait beaucoup plus de productivité que la plus répressive des lois antigrèves.

La plupart des compagnies peuvent aujourd'hui compenser entièrement leurs pertes de production en constituant des réserves avant la grève, en exploitant à plus forte capacité et en recourant au surtemps après. La plus grande partie de ce que les entreprises prétendent avoir perdu pendant une grève est récupérée plus tard. Des études ont prouvé que la plupart des entreprises où il y a eu grève ont pu maintenir leur norme annuelle habituelle de production.

Il n'existe aucun moyen fiable d'évaluer les effets d'une grève ou les torts (s'il y a lieu) qu'elle cause. Les gens tendent à citer des chiffres non vérifiés sur les pertes quotidiennes de production, sans tenir compte de ce que la grève épargne à l'employeur en salaires et autres frais d'exploitation.

La publicité a monté en épingle certains cas isolés, ce qui a laissé l'impression qu'il en existait beaucoup, et que les grèves sont beaucoup plus dommageables qu'en réalité.

Souvent, ce sont des "caids syndicaux" assoiffés de pouvoir qui forcent les travailleurs à faire la grève.

Les expressions "caïds syndicaux" ou "boss syndicaux" laissent supposer que les dirigeants de syndicats peuvent commander les travailleurs syndiqués de la même manière qu'un vice-président d'entreprise à l'égard de ses employés.

C'est oublier que le dirigeant syndical est élu par les membres de la base réunis selon des règles statutaires, et qu'il doit répondre de ses actes devant eux. Dans un syndicat, ce sont les membres qui commandent.

Le Rapport du Sénat sur la croissance économique, l'emploi et la stabilité des prix a dit que: "Dans la mesure du possible pour une association d'être humains, le mouvement syndical canadien est loin de ressembler à une armée civile obéissante menée par des chefs despotiques. Le chef syndical typique est beaucoup moins un "boss" qu'un politicien délogeable dont les électeurs sont exigeants et turbulents."

Un syndicat ne décrète la grève qu'après avoir pris le vote de tous les membres, et seulement si une nette majorité d'entre eux sont en faveur. Comment se fait-il que des travailleurs forment des piquets de grève sous la pluie, la neige ou le soleil, s'affrontent parfois à la police ou à des briseurs de grève, subsistent sur des allocations de grève qui ne constituent qu'une fraction de leur revenu habituel, s'ils sont majoritairement opposés à cette grève? C'est tout simplement impossible.

La plupart des leaders syndicaux jugent de leur succès par la mesure où ils ont pu éviter les grèves, et ils réussissent effectivement à régler 95% des différends sans y recourir. Malgré tout, cette moyenne ne satisfait pas encore certains membres de la population et de la presse, qui tolèrent la plupart des autres imperfections de notre monde imparfait, mais exigent la perfection du processus de la négociation collective.

Il n'y aurait pas de grèves si l'on éliminait les syndicats.

Encore un faux argument. Les travailleurs ont eu recours à la grève depuis les débuts de l'histoire de la civilisation, et dans tous les régimes politiques. Quand le mécontentement des travailleurs devient intolérable, ils débraient. Ce fut le cas des ouvriers qui construisaient les pyramides d'Egypte, des potiers et des orfèvres du moyen âge, tout comme des postiers au 20e siècle. La première grève connue au Canada eut lieu à Rainy Lake, en août 1794, alors que les voyageurs de la traite des pelleteries revendiquaient de meilleurs salaires. C'était donc bien avant la formation de nos premiers syndicats.

En réalité, par la négociation collective, les syndicats modernes préviennent beaucoup plus de grèves qu'ils n'en font. Eliminer les syndicats entraînerait un chaos économique tel que les débrayages actuels paraîtraient comparativement insignifiants.

Le public, victime innocente des grèves du secteur public, n'y est pas représenté.

Les syndicats de la fonction publique doivent négocier directement avec les gouvernements ou leurs agents. Or, qui ces derniers représentent-ils sinon le public?

La conciliation obligatoire et les autres procédures à observer pour qu'une grève soit légale sont toutes imposées par le gouvernement au nom du public.

Comme leur nom l'indique, les employés de la fonction publique sont les employés du public.

Ils sont nos employés, et lorsqu'ils entrent en grève, c'est pour les mêmes raisons que dans l'entreprise privée: ils sont mécontents de la façon dont nous — par l'entremise des gouvernements que nous élisons — les traitons.

Si les services dispensés par les postiers, les éboueurs, les travailleurs hospitaliers et les employés des transports sont véritablement essentiels, pourquoi ces travailleurs sont-ils si souvent les moins bien payés? Si leur tâche est tellement indispensable, pourquoi ne les traite-t-on pas en conséquence?

Le public, à titre d'employeur, n'a pas davantage le droit d'échapper aux grèves que tout autre employeur qui ne s'efforce pas honnêtement de traiter ses employés avec justice.

Lorsque les gouvernements refusent de négocier de bonne foi, les syndicats qui représentent les employés de la fonction publique n'ont pas d'autre choix que d'exercer leur droit de grève, quand les membres en ont décidé ainsi.

Les gens à qui les grèves du secteur public font du tort devraient s'efforcer de voir les deux côtés de la médaille, pour déterminer si les revendications de leurs employés sont justifiées. Quand c'est nettement le cas, le public devrait alors presser les gouvernements de régler le conflit avec équité et non d'adopter des lois pour briser la grève.

La grève est une arme qui donne trop de puissance aux syndicats.

De quelle puissance s'agit-il? La réalité, c'est que la plupart des syndicats au Canada sont plutôt petits et que l'ensemble du mouvement syndical représente moins de 40% des travailleurs non agricoles. Comme la négociation collective n'implique habituellement qu'une section locale, la plupart des grèves sont limitées à une localité ou une région.

Même les syndicats qui ont beaucoup de membres et de ressources sont bien faibles comparés aux multinationales telles que l'Inco, l'Imperial Oil, ou le Pacifique canadien.

Si les syndicats possédaient le dixième de la puissance qu'on leur suppose, ils pourraient syndiquer les cinq millions de travailleurs canadiens qui ne le sont pas déjà. Ils gagneraient beaucoup plus de grèves et augmenteraient bien davantage qu'aujourd'hui les salairies de leurs membres.

D'ailleurs, l'incidence des grèves ne dépend pas de la taille ni de la puissance d'un syndicat. En Suède et en Allemagne de l'Ouest, par exemple, 80 à 90% des travailleurs sont syndiqués. Pourtant il y a peu de grèves dans ces pays — surtout parce que leurs gouvernements et leurs employeurs appliquent des politiques éclairées.

Il est vrai que les grèves font parfois du tort ou causent des inconvénients à des personnes innocentes. Mais cela est également vrai de presque toutes les formes d'activité économique. Quand les prix montent, ça fait du tort. Quand les profits sont investis à l'étranger, ça fait du tort.

Les adversaires du syndicalisme oublient que les travailleurs sont des personnes, eux aussi. Tout ce qu'ils veulent, c'est la rémunération équitable de leur travail — une juste part des avantages économiques qu'ils contribuent à produire. Pourquoi alors, en cas de grève, blâmer seulement les travailleurs et leurs syndicats? Il faut être deux pour se disputer. Or, le plus souvent, dans un différend industriel, c'est sourtout la direction de l'entreprise qui est à blâmer.

Auditors report on finances

As provided by Section 161 of Article I of the Constitution, Chairman of the Grand Board of Trustees B. E. Britcher, caused an examination and audit of Grand Lodge financial records for the fiscal year July 1, 1978 to June 30, 1979 by certified public accountants. The firm of Brabenec, Tague & Company was again selected for the task.

That firm completed and submitted the audit to the Grand Board of Trustees on September 11, 1979. Copies were furnished to each Local Lodge and General Committee by the Grand Board of Trustees, Brothers Bernard E. Britcher, George A. Harrington and Anthony G. Cunningham, on September 19, 1979. In a written report the accountants stated:

"In our opinion, the accompanying balance sheet and statements of income and capital and changes in financial position of the several funds present fairly the financial position of the Brotherhood of Railroad Signalmen at June 30, 1979 and the results of its recorded transactions and changes in financial position for the year ended in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year."

Brotherhood of Railroad Signalmen

Balance Sheet June 30, 1979

ASSETS

		Combined	General Fund	Contingent Fund	Building Fund
Current Assets					
Cash		$1,656,927.21	$729,149.98	$853.851.11	$73,926.12
Securities — at cost		53,159.93	34,850.00	18,309.93	—
Accounts receivable		16,274.76	15,274.76	1,000.00	—
Prepaid expenses		8,900.43	8,900.43	—	—
Total Current Assets		**1,735,262.33**	**788,175.17**	**873,161.04**	**73,926.12**
Fixed Assets					
Land, Mt. Prospect, IL — at cost		140,000.00	—	—	140,000.00
Building, Mt. Prospect, IL — at cost	$935,597.72				
LESS: Reserve for depreciation	121,385.28	814,212.44	—	—	814,212.44
Telephone and alarm equipment	17,157.25				
LESS: Reserve for depreciation	9,869.95	7,287.30	—	—	7,287.30
Office furniture and equipment substantially at cost	228,063.84				
LESS: Reserve for depreciation	53,533.59	174,530.25	174,530.25	—	—
Total Fixed Assets		**1,136,029.99**	**174,530.25**	—	**961,499.74**
Other Assets					
Interest in the Labor Cooperative Educational and Publishing Society — at cost		1,062.50	1,062.50	—	—
		$2,872,354.82	**$963,767.92**	**$873,161.04**	**$1,035,425.86**

LIABILITIES

Current Liabilities				
Mortgage payable — bank (Note = 1)	$30,347.71	—	—	$30,347.71
Accounts payable	57,145.94	$57,145.94	—	—
Accrued payroll taxes	18,159.80	18,159.80	—	—
Accrued real estate taxes	35,000.00	35,000.00	—	—
Total Current Liabilities	**$140,653.45**	**110,305.74**	—	**30,347.71**
Noncurrent Liabilities				
Mortgage payable — bank (Note = 1)	**359,098.27**	—	—	**359,098.27**
Capital				
General Fund	853,462.18	853,462.18	—	—
Building and Contingent Funds	1,519,140.92	—	873,161.04	645,979.88
	$2,872,354.82	**$963,767.92**	**$873,161.04**	**$1,035,425.86**

NOTE = 1:
The mortgage is payable $4,720.63 per month for fifteen years including interest at 7%. Principal payments due during the twelve months ending June 30, 1980 total $30,347.71. The balance of the mortgage $359,098.27 represents principal payments maturing after June 30, 1980 and is shown in the balance sheet as a noncurrent liability.

Brotherhood of Railroad Signalmen
General Fund
Statement of Expenses
Year Ended June 30, 1979

Salaries:		
Grand Lodge Officers		$348,550.67
Grand Lodge Staff		126,556.14
Special Representatives		2,317.52
Office Employees		159,829.63
Traveling Expenses:		
Grand Lodge Officers		133,656.10
Grand Lodge Staff		42,858.77
Special Representatives		4,399.88
Pensions — retired Grand Lodge Officers		9,078.00
Office supplies and stationery		89,201.31
Postage		16,464.73
Telephone		22,192.47
Railroad retirement tax		70,567.08
Unemployment insurance tax		9,384.06
Railway Labour Executive Association		15,180.00
Per capita dues and special assessments:		
A.F.L. — C.I.O.		19,131.30
Canadian Labour Congress		2,851.70
Maintenance of office equipment		9,202.92
Railway publications and statistical data		3,947.97
Rent:		
Ottawa, Ontario, Canada	$ 706.26	
Winnipeg, Manitoba,Canada	1,732.38	
Montreal, Canada	3,670.90	
Eddyville, Kentucky	600.00	
Washington, D.C.	4,252.56	
Denver, Colorado	2,730.00	13,692.10
Attorney fees		32,103.35
Accounting fees		4,165.00
Bank charges		13.60
Professional services		7,972.61
Members subscriptions to "Labor" Newspaper		23,796.19
Moving expense:		
J. E. Platt		2,001.95
V. M. Speakman		1,015.20
R. R. Mitchell		1,832.60
Interest		24.96
Contributions		450.00
Canadian pension plan		42.92
Canadian unemployment insurance tax		62.37
Insurance		5,145.21
Depreciation of office furniture & equipment		15,244.85
Express charges		$ 2,103.14
Group insurance		32,636.21
Canadian Railway Labour Executive Association		1,660.00
Printing of awards		380.55
National Move — Health & Welfare		1,384.00
National Move — Negotiating Committee, Associated Railroad Unions (Canada)		1,088.00
National Move — Negotiations on railroads not covered by National Agreements		1,577.50
Fidelity Bonds — Grand Lodge		609.50
Flowers		378.48
Safety deposit box rental		8.00
Personal property taxes		168.05
Exchange and duty		1,149.37
Photographs		732.43
Membership and registration fees		1,692.75
General Committee refunds		35,786.76
General Chairmen meetings		259.66
Meeting room charges		1,555.52
George Meany Labor Center		4,319.55
Allocations to other funds:		
Contingent Fund	$219,019.48	
Building Fund	10,816.68	229,836.16
Signalman's Journal Expenses:		
Printing and mailing	108,711.99	
Other	5,031.65	113,743.64
Building expenses:		
Real estate taxes	34,663.75	
Utilities Maintenance		
Janitorial and Grounds maintenance	89,600.67	124,264.42
Executives Officers Meeting Expenses		499.20
Notary public fee		5.00
1978 Directory		4,325.00
Quebec pension plan		62.21
Apprentice training booklet		5,010.00
Advertising for office help — Canada		143.55
1979 Convention		28,144.44
Secretary Treasurers Conference		100.00
Canadian ratification expense		717.55
Union Industries Show		3,759.84
Signalman Sam Award		75.00
		$1,791,108.64

Brotherhood of Railroad Signalmen
General Fund
Statement of Income and Capital
Year Ended June 30, 1979

INCOME:		
Per capita tax		$1,722,365.04
Initiation fees		42,575.00
Grand Lodge dues		12,987.20
Supplies and postage		11,732.55
Interest and dividends on securities and savings accounts		23,184.38
Subordinate lodge bonds — net		1,309.50
Sale of training books		4,659.00
Sale of master agreements		452.70
Special withdrawal cards		6,413.58
Signalman's Journal Income:		
Advertising	17,118.61	
Subscriptions	628.00	
Reprints	100.00	
Donations	10.00	
Sale of the "History of the Brotherhood of Railroad Signalmen"	69.70	
Awards	192.00	
Sale of equipment	3,846.68	
Special assessments	20.00	
		1,847,663.94
EXPENSES:		**1,791,108.64**
NET INCOME		56,555.30
CAPITAL — June 30, 1978		796,906.88
CAPITAL — June 30, 1979		**$853,462.18**

Attention: When writing Grand Lodge about any matter, be sure to include your name, certificate number and current address.

Brotherhood of Railroad Signalmen

Contingent Fund
Statement of Income and Capital
Year Ended June 30, 1979

Income:			
General Fund allocation			$219,019.48
Interest and dividends on securities and savings accounts			48,647.71
			$267,667.19
EXPENSES:			
Strike benefits:			
Norfolk & Western		86,675.00	
Q.N.S.L.		4,890.00	
Staten Island Rapid Transit		50.00	
		91,615.00	
Insurance:			
Norfolk & Western	$48,491.47		
Q.N.S.L.	645.90	49,137.37	**140,752.37**
NET INCOME			126,914.82
CAPITAL — JUNE 30, 1978			746,246.22
CAPITAL — JUNE 30, 1979			**$873,161.04**

Building Fund
Statement of Income and Capital
Year Ended June 30, 1979

INCOME:				
General Fund allocation				$10,816.68
Interest on savings account				3,229.81
Rent collected				73,126.83
				$87,173.32
EXPENSES:				
Interest applicable to Mortgage			$28,345.76	
Depreciation:				
Building		$23,652.69		
Telephone equipment		1,607.06		
Alarm system		108.66	25,368.41	**53,714.17**
NET INCOME				33,459.15
CAPITAL — JUNE 30, 1978				612,520.73
CAPITAL — JUNE 30, 1979				**$645,979.88**

For United States residents only:

Form ML-1 Rev. 10/79

Please let us know your present address? If the mailing label on this issue of The Signalman's Journal does not agree with your present address, please tell us by filling out the form below, pasting or taping the old label in the space provided and mail the entire coupon to:

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Name _____

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City _____ **State** _____ **Zip** _____

Local Lodge No. _____ **Certificate No.** _____

Retired Member _____ **Non-Member** _____

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Where to Find the Union Label

Gloves—inside upper edge
Neckties—small end
Coats—lining of inside pocket
Pajamas—front hem of coat
Rainwear, Sportswear, Heavy Outerwear—lower pocket
Shirts—bottom of front tail
Snow Wear, Boys' Wear—inside pocket
Suits—inside right breast pocket
Trousers—inside right hip pocket
Bathing Suits—with size on bra
Blouses—neckline or side seam
Children's Wear—neckline
Dresses—above hem in side seam or in waistband or neckline
Skirts—waistband or below zipper of inside seam
Slips, Sleepwear and Robes—neckline or side seam
Sweaters and Knitwear—seam in shoulder
Suits—waistband of skirt or right inside seam below sleeve or jacket
Coats and Jackets—below right arm hole in lining
Shoes—inside the shoe

UNION LABEL TRADES & SERVICE DEPARTMENT, AFL-CIO

DO NOT BUY!

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

All trade unionists and their families are asked not to patronize the products and services of the unfair firms listed below. List current as of first day of month of publication. Subject to change.

AMERICAN BUILDINGS, INC.—METAL BUILDINGS

Metal structures including storage buildings, warehouses, etc.—UNITED STEELWORKERS OF AMERICA.

BARTLETT-COLLINS COMPANY—GLASSWARE

Glass products including drinking glasses, mugs, etc.—AMERICAN FLINT GLASS WORKERS UNION.

COORS BREWERY—BEER

AFL-CIO BREWERY WORKERS D.A.L.U. 366 is on strike at Coors Brewery in Golden, Colorado for decent working conditions.

CHARLES MANUFACTURING COMPANY—FURNITURE

Coffee tables, end tables and similar items—these are sold under the FOX brand name—UNITED FURNITURE WORKERS OF AMERICA.

CROFT METALS, INC.—HOME BUILDING PRODUCTS

Aluminum and vinyl doors and windows including storm doors and windows, bathtub enclosures, patio doors, ladders, camper products and building specialty products—UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA.

DAL-TEX OPTICAL CO.—PRESCRIPTION GLASSES, CONTACT LENSES, FRAMES

Eyeglass lenses, frames, contact lenses, sunglasses, safety glasses sold through optical retailers—INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS.

HUSSMANN REFRIGERATOR CO./PET, INC.

Commercial refrigeration equipment and Pet Dairy Products, Old El Paso Foods, Musselman Fruits, Downyflake Foods, Stuckey's Stores, 905 Liquor Stores, Vendome Liquor Stores—UNITED STEELWORKERS OF AMERICA.

ICEBERG LETTUCE—PRODUCE

Non-union iceberg lettuce—UNITED FARM WORKERS OF AMERICA.

J. P. STEVENS & CO.—TEXTILE PRODUCTS

Sheets and pillowcases, carpets, comforters and quilts, table linen, hosiery, towels, blankets, fabrics, etc.—AMALGAMATED CLOTHING AND TEXTILE WORKERS UNION.

KINGSPORT PRESS—PRINTING

Book printer and its major customers including Field Enterprises Educational Corporation, publishers of *World Book, Childcraft.* Also, *Encyclopaedia Britannica,* Inc. including *Britannica, Jr.* and *Great Books of the Western World*—GRAPHIC ARTS INTERNATIONAL UNION; INTERNATIONAL PRINTING AND GRAPHIC COMMUNICATIONS UNION; INTERNATIONAL ASSOCIATION OF MACHINISTS; INTERNATIONAL TYPOGRAPHICAL UNION.

MASON-TYLER MANUFACTURING COMPANY—FURNITURE

Household furniture—UNITED FURNITURE WORKERS OF AMERICA.

MISS GOLDY'S CHICKENS—POULTRY

Brand name chickens—INTERNATIONAL CHEMICAL WORKERS UNION.

R. J. REYNOLDS TOBACCO COMPANY—CIGARETTES & TOBACCO

Brand names: Winston, Salem, Camel, Doral, Vantage, More, Now, and Real Cigarettes; Winchester Little Cigars; Prince Albert Smoking Tobacco—BAKERY, CONFECTIONERY AND TOBACCO WORKERS INTERNATIONAL UNION.

RYLOCK COMPANY, LTD.

Sliding glass doors, windows—INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS.

SEATTLE-FIRST NATIONAL BANK—FINANCIAL INSTITUTION

Withdraw funds—UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION.

WINN-DIXIE STORES—RETAIL FOOD STORES

Food and grocery stores, including Kwik Chek and Buddies stores—BAKERY, CONFECTIONERY AND TOBACCO WORKERS INTERNATIONAL UNION, UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION.

UNION LABEL AND SERVICE TRADES DEPARTMENT AFL-CIO

From the Secretary-Treasurer

W. D. Best reports on retirement changes

Beginning January 1, 1980, there will be an increase in the maximum amount of earnings subject to railroad retirement taxes for both employers and employees. For retirees, liberalized earnings limitations are effective in 1980 which allow them to earn more without a reduction in benefits. On the other hand, new Medicare coinsurance amounts, also effective for 1980, will mean higher costs to beneficiaries.

The following questions and answers describe these changes affecting railroad workers and retirees.

(1) What is the regular railroad retirement tax for employees in 1980?

The regular railroad retirement tax rate for employees for 1980 is 6.13%, the same as for 1979. However, the maximum amount of earnings subject to taxes increases from $1,908.33 per month for 1979 to $2,158.33 per month for 1980.

(2) Will railroad employees pay more in retirement taxes in 1980?

Only those railroad employees who earn over $22,900 a year will pay higher railroad retirement taxes in 1980. An employee earning at least $2,158.33 a month, the maximum taxable in 1980, will pay $132.31 a month in railroad retirement taxes, $15.33 a month more than in 1979.

(3) How much do railroads pay in a regular railroad retirement taxes?

Railroads match the taxes that employees pay plus pay an additional 9.5% tax on each employee's earnings up to $1,700 per month for 1980. The maximum tier I and tier II monthly amount of regular railroad retirement taxes for railroad employers is $293.81 for 1980, $27.20 more than in 1979.

(4) Are other railroad retirement taxes paid in addition to regular railroad retirement taxes?

Employees pay only regular railroad retirement taxes but railroad employers pay railroad unemployment-sickness insurance taxes and railroad retirement supplemental annuity taxes in addition to regular retirement taxes.

Throughout 1980, railroad employers will pay a tax of 5½% on the first $400 each employee earns each month to finance the railroad unemployment-sickness benefit program, a decrease from the 7% rate effective in 1979. The unemployment-sickness tax rate varies according to the balance in the Railroad Unemployment Insurance Account at the end of the fiscal year. The tax rate decreased because, on an accrual basis, the balance in the Account was over $100 million on September 30, 1979.

The supplemental annuity tax rate for the first quarter of 1980 has not yet been determined but for the last quarter of 1979, railroad employers are paying a supplemental annuity tax of 12½ cents per manhour.

(5) Do the earnings limitations, that some annuitants are subject to, increase for 1980?

Annuitants who work after retirement can earn more in 1980 without having their benefits reduced. The 1979 exempt earnings amount of $4,500 is raised, allowing annuitants age 65-72 to earn $5,000 in 1980 before benefits are reduced. For annuitants under age 65, earnings in excess of $3,720 in 1980 can cause a reduction in benefits. The special earnings limitations for disabled annuitants are not changed.

For those annuitants subject to earnings limitations, a reduction of $1 in benefits is made for every $2 earned over the exempt amount. However, if 1980 is the first year benefits are payable, reductions apply only to months in which earnings are more than $417 for 65 to 72 year-old beneficiaries and $310 for those under age 65.

(6) Who is subject to these earnings limitations?

These earnings limitations apply to almost all survivor annuitants. They also apply to some retired employees and their spouses, generally recent retirees and those who are also qualified for social security benefits. Most retired employees and spouses who are subject to these earnings limitations have been notified by the Board as to how earnings will affect their annuities.

Currently, these earnings limitations do not apply once an annuitant reaches age 72; in 1982, annuitants age 70 or older become exempt from these limitations.

Regardless of earnings, no railroad retirement annuity is payable for any month in which an annuitant works for a railroad, nor are railroad retirement

annuities payable to retired employees and their spouses for any month they return to work for their last pre-retirement nonrailroad employer.

(7) What are the new Medicare coinsurance charges?

In 1980, a Medicare patient will have to pay the first $180 of his or her hospital bills, $20 more than the 1979 charge of $160.

In addition, a patient's daily bill for hospital care for the 61st through the 90th day will be increased from $40 to $45 and the daily costs for post-hospital care in a skilled nursing facility for the 21st through the 100th day will go up from $20 to $22.50.

If a beneficiary uses "lifetime reserve" days, the extra 60 hospital days a beneficiary can use when he needs more than 90 days of hospital care in the same benefit period, he will pay $90 a day for each reserve day used, instead of $80 per day.

Medicare Program

The Federal Medicare program provides hospital and medical insurance protection to railroad retirement annuitants and their families just as it does for social security beneficiaries. Hospital insurance coverage is financed through payroll taxes paid by employees and employers, while the voluntary supplementary medical insurance coverage is financed by premiums paid by participants and by Federal general revenue funds. Medicare coverage generally begins at age 65 but coverage may begin before age 65 in the event of total disability or chronic kidney disease.

The following questions about the Medicare health insurance program are frequently asked of the U.S. Railroad Retirement Board.

(1) What is covered by Medicare hospital insurance?

Medicare hospital insurance pays a substantial part of hospital bills. Covered services include semiprivate rooms, regular nursing services, drugs, supplies, and equipment furnished during your stay in a hospital. Inpatient hospital services also include operating room charges, intensive care services, and other specialized services that are ordinarily available only in a hospital.

Under certain conditions it also helps pay for care in a skilled nursing facility or at home after a hospital stay.

(2) What services does Medicare medical insurance cover?

Medical insurance helps pay for doctors' services, outpatient hospital care, and many other health services and supplies prescribed by a doctor such as diagnostic services, X-ray or other radiation treatment, surgical dressings, casts, braces, prosthetic devices, medical equipment such as a wheelchair and certain ambulance services.

The medical insurance plan is voluntary and participants pay monthly premiums for it.

(3) I will be 65 in 1980. How do I sign up for Medicare coverage?

Enrollment for both hospital and medical insurance is automatic at age 65 for annuitants on the Railroad Retirement Board's rolls. Individuals who have not yet retired by age 65 must file Medicare applications to get coverage. Medicare applications should be filed at a field office of the Board during the three months prior to the month of their 65th birthday for immediate coverage at age 65.

(4) Who is eligible for Medicare coverage before age 65 because of disability?

Disabled employees who meet certain earnings requirements, disabled widows (age 50 or older) and disabled children (age 18 or older and disabled before age 22) may qualify for Medicare coverage, generally after they have been totally disabled for at least 29 consecutive months. Individuals who meet these requirements and are receiving disability annuities from the Railroad Retirement Board are enrolled automatically when they qualify.

Some eligible persons who are not on the Board's rolls, such as the disabled children (age 18 or older and disabled before age 22) of retired employees, must contact a Board field office to apply for Medicare. Others who would have to contact the Board for Medicare coverage are annuitants who retired before age 65 on the basis of age and have become totally disabled in the meantime, and widows age 60 or older who are totally disabled but have not filed a disability claim because they are receiving benefits on the basis of caring for minor or disabled children.

(5) Must I actually be receiving a railroad retirement annuity before I or members of my family can qualify for early Medicare coverage on the basis of chronic kidney disease?

No, neither the railroad employee nor spouse or dependent child need be an annuitant but the employee must meet certain minimum earnings or service requirements. Also, the individual's physical condition must necessitate kidney dialysis (use of a kidney machine) or a kidney transplant. Medicare coverage can begin with the third month after the month he or she begins kidney dialysis.

(6) When I was 65 I chose not to have Medicare supplementary medical coverage. Will I have another opportunity to obtain this coverage?

Yes. You can apply for Medicare supplementary medical insurance coverage again but coverage will not begin immediately. If you enroll during the first three months of any year, coverage is effective July 1 of that year. If you enroll after March in any year, medical insurance

coverage will be effective July 1 of the following year.

(7) Will the Medicare coinsurance charges a beneficiary pays for hospitalization increase in 1980?

Yes. In 1980 a Medicare patient will have to pay the first $180 of his or her hospital bills, $20 more than the 1979 charge of $160.

In addition, a patient's daily bill for hospital care for the 61st through the 90th day will be raised from $40 to $45 and the daily costs for posthospital care in a skilled nursing home for the 21st through the 100th day will go up from $20 to $22.50.

If a beneficiary uses his "lifetime reserve" days, the extra 60 hospital days a beneficiary can use when he needs more than 90 days of hospital care in the same benefit period, he will pay $90 for each reserve day used, instead of $80 per day.

(8) Will the Medicare premiums deducted from railroad retirement and social security checks be increased in 1980?

Through mid-1980 the basic premium will remain $8.70 per month plus 10 percent for each 12-month period a person could have been enrolled for medical insurance but was not. Effective July 1, 1980, the basic premium will increase to $9.60 per month because program costs have increased due to higher charges for medical services.

(9) I am a widow and thinking of electing a residual lump-sum benefit in lieu of future monthly benefits. If I do, would I be eligible for Medicare at age 65?

If you are insured for monthly railroad retirement or social security benefits on your own or someone other than your deceased husband's earnings, or if you would be insured for social security survivor benefits based on your deceased husband's social security credits alone, you would qualify for Medicare on that basis. If not, you could still have Medicare coverage but the cost would be much higher. In addition to premiums for medical insurance coverage, you would also have to pay premiums for hospital insurance coverage. Since total premiums for Medicare coverage are much higher for those not insured for railroad retirement or social security benefits, this is an important consideration for widows or widowers thinking of electing the residual lump-sum benefit.

(10) I am thinking of buying private health insurance to supplement Medicare coverage. How can I decide whether I need this additional health insurance?

You should obtain a copy of a new pamphlet, "Guide to Health Insurance for People with Medicare," which is available free of charge at any Railroad Retirement Board office. This pamphlet is designed to help Medicare beneficiaries decide whether they need additional private health insurance and, if so, which kind is best for them. It explains what Medicare covers, describes the kinds of private insurance supplements available and provides other useful information.

Because Medicare does not provide total health insurance coverage, many private companies sell health insurance policies to supplement Medicare. Before purchasing such a policy, Medicare beneficiaries should carefully examine the benefits offered to avoid purchasing policies which are unnecessary or which duplicate coverage. In addition, beneficiaries should be aware that no private insurance company or agent selling these policies is connected with the Federal Government.

Wells on Health

By Marion Wells
Research Director,
American Physical Fitness
Research Institute

Noise pervades all aspects of our lives, at work, at home, at play and at rest. It seems no one is immune, not even the unborn baby. An EPA pamphlet reports that "While still in its mother's womb, the developing child is responsive to sounds in the mother's environment."

Longing for a little peace and quiet? Many a "home sweet home" is needlessly noisy. If yours has become an "acoustic torture chamber," some of these tips may help diminish the din.

1. Be a noise-conscious consumer. Household appliances can make more racket than many of us realize. Shop around for the quietest models. And be kind to your children's ears. Leave needlessly noisy toys in the store.

2. Place appropriate sound-absorbing pads beneath carpets and under washing machines, typewritters and other appliances. Can you plan chores so fewer "noise makers" are running at once?

3. Draperies and wise choice of floor, ceiling and wall covering materials may help. Ask an expert to advise you.

4. When choosing furniture, remember that soft, nubby fabrics are sound absorbers. Hard-finish materials and plastics spread noise by reflecting sound waves.

5. Follow a "good neighbor policy" with respect to noise. Keep all household equipment, cars, motorboats, lawnmowers, power tools and minibikes properly oiled and in the best possible repair. Use them with an eye on the time and an ear to your neighbors' needs for peace and quiet.

Your TV and stereo may be more enjoyable for everyone if they are kept raised above floor level, well away from walls which connect to

other rooms or apartments. Keep them toned down (if not tuned out) in the late evening and early morning hours.

6. Proper choice and placement of outdoor greenery can reduce the assault from exterior noise. It's recommended that you plant trees and shrubs close together and between your home and the noise source. You can get varieties which keep their leaves for most or all of the year.

Thinking of moving? You might want to "sound out" your new neighborhood first. How loud do the traffic and the neighbors get, both in the daytime and at night? Any serious noise problems at the schools your children will be attending?

If you must live close to public transportation or a busy street or freeway, it will help if there is a buffer of houses or trees to help form a barrier between you and the source of noise.

Sound strategies can lessen noise pollution. Why live with it if you can live without it?

Doctors think Beethoven probably heard it, but it wasn't music to his ears. Now there may be new help for the millions plagued with a problem ". . . as old as hearing itself."

What is it? It's head noise, ringing in the ears, or in medical terms, tinnitus.

In two studies at the Ear Research Institute in Los Angeles, patients, whose tinnitus did not improve with standard treatments, were taught to control expansion (dilation) of blood vessels through biofeedback means. They were also taught to relax the tension of the muscles around the ears through the use of relaxation exercises.

Some three-fourths of those taking part reported some improvement. One in ten said their head noise disappeared completely.

Why can biofeedback help? Project director John House, M.D., believes it's because ". . . tinnitus seems to be made worse with emotional tension or any physical stress." Reducing such factors may bring a degree of relief.

Other things may also help head noise sufferers. First on the list is a good medical checkup.

That's because tinnitus is a symptom with many possible causes. It's produced when something irritates the hearing (auditory) nerve, whose function is to carry sound.

Possible causes of such irritation vary from ear blockage due to foreign bodies, wax or swelling to problems stemming from allergy, injury, infection, circulatory disturbances or systemic disease. Irritation may occur in any of several places: the outer, middle or inner ear, the nerve pathways or the brain.

Experts reassure us that head noise, in itself, won't make you lose either your hearing or your mind. Nor does it automatically mean you're going deaf.

Tinnitus ". . . may or may not be associated with hearing impairment," notes the Otologic Medical Group. But at times hearing may be temporarily affected when head noise is present.

Tinnitus may be constant or may come and go. It may be ". . . mild or severe in intensity, and vary from a low roar to a high-pitched type of sound."

When a careful examination uncovers the cause, treatment may bring total or partial relief. In some cases, no significant medical reason for tinnitus can be found. If yours is one, the Otologic Medical Group has some suggestions which may ease your problem.

1. Make every effort to get enough rest and not get yourself overtired.

2. Try to reduce anxiety and tension.

3. "The use of nerve stimulants is to be avoided. Therefore, excessive amounts of coffee (caffeine) and smoking (nicotine) should be avoided." Follow your doctor's guidance.

4. Lessening head congestion may lessen tinnitus. Sleeping "in an elevated position with one or two pillows" may prove helpful.

5. Head noise generally becomes more noticeable in quiet surroundings, such as when you go to bed. Other noise can help mask it and reduce annoyance. An automatic radio or loud ticking clock may help. "Noise makers" can also be purchased for this purpose.

There are ways to tone down the distress head noise causes, even though it may never be music to our ears.

You've probably heard concern expressed over noise exposure on the job, but can you even begin to go deaf "at your leisure?"

Unfortunately, your ears don't always get time off when you do. And if they are assaulted by excessive noise levels, at home, on the job, or both, in time they may not be able to hear as well.

Experts say the barrage may lead to irreversible hearing impairment, which may go unnoticed in the early stages. Noise-induced hearing changes may include distortions of the quality and clarity of sound.

Snowmobiles, motorcycles, minibikes, motorboats, lawnmowers, home shop tools and a blaring hi-fi or television can be significant sources of noise. Noise may also reach high levels at discotheques, amusement parks and speedways.

Loud enough sounds can be hazardous to hearing even when they're music to your ears. Classical, modern and rock music can all fall into this category. Especially bad is the practice of amplifying them excessively.

Concern about the impact of noise on health does not stop with hearing loss. An EPA pamphlet points out that "Except for the serious problem of hearing loss, there is no human illness known to be directly caused by noise. But throughout dozens of studies, noise has been clearly identified as an important cause of physical and psychological stress, and stress has

been directly linked with many of our most common health problems."

Scientists believe the effects of noise to be of increasing health consequence as sound intensity increases or exposure is prolonged. Experts offer some "sound advice."

- Give yourself frequent quiet breaks. This reduces the hazard somewhat as compared to comparable periods of continuous noise bombardment.
- If you use noisy equipment on the job, at home or in your sport or hobby, ask your physician about appropriate ear protection. At work, make use of protective equipment and follow safety guidelines.
- Ask your doctor how often you should have your hearing checked, based on your age, overall health and noise exposure.
- Look out for your hearing. Be alert to the following indications that you're being subjected to potentially hazardous noise levels: (1) the need to shout to make yourself heard over noise, (2) pain, "fullness" or "ringing" in your ears during or after noise exposure, or (3) dulled hearing following exposure.

Sound strategies against noise pollution deserve a careful hearing!

Signal Maintainers Wanted

Chicago Union Station Co. has need for signal maintainers. Excellent wage and fringe benefits for experienced men. Confidentiality respected. Call chief engineer or (312) 346-5200 or write **Chicago Union Station Co., 210 South Canal St., Chicago, IL 60606.** An equal opportunity employer.

Dear Consumer

AutoCAP Revisited

by Esther Peterson

Have you ever experienced a slow burn over an unproductive visit to your car dealer? After the third unsuccessful attempt to cure the front end "moans" from the new car, have you ended up furious at your local dealership? If so, there is some hopeful news for you — and you may even be able to play a role in improving the general relations between consumers and franchised automobile and truck dealers.

Two years ago the U.S. Office of Consumer Affairs (OCA) took a good look at the way auto dealers were responding to complicated and aggravating sales and service complaints. The National Automobile Dealers Association (NADA) had developed a consumer program — called AutoCAP (Automotive Consumer Action Program) — involving third party mediation of such complaints by consumer/dealer panels. AutoCAP comes into the picture after a consumer and auto dealer fail to reach agreement resolution of a particular complaint. AutoCAPs, however, had no operating standards for reviewing and recommending solutions to problems, and there was no active oversight by NADA of how local dealer groups handled complaints. For these reasons we asked NADA to have an independent auditor survey the existing AutoCAP. The auditor, finding problems with the program, made recommendations for improvements. At our and other consumer representatives' urging, NADA recently accepted most of these recommended standards, the main features of which follow:

- The percentage of consumer representation on mediation panels will be "not less than 50 percent," and each AutoCAP will be encouraged to ask community members to serve on mediation panels and consider the appointment of recognized local consumer spokespersons to the panels.
- Panel meetings will be open to the public.
- Dealer permission to use the AutoCAP name will be subject to annual "recognition and endorsement" which will be nationally coordinated by NADA and the National AutoCAP Council.
- Each AutoCAP will be required to publicize and promote its program to dealers and consumers, spurred on by a national promotional campaign conducted by NADA.

Relations between consumers and auto dealers should improve with the adoption of these NADA-approved standards. Since no dealer wants to lead the group in appealed complaints, the program should provide healthy pressure on dealers to satisfactorily resolve consumers' complaints.

Where do you come in?

I urge all of you — individual consumers and consumer groups alike — to get in touch with your local or state car dealers association and ask its president when his or her group is announcing adoption and implementation of the new NADA-approved complaint standards — and "If not, why not?" Since these associations are identified in different ways in the telephone books, you should ask your own car dealer for the correct name of the association in your area. If the association seems reluctant to participate in this program, write NADA itself for assistance and advice. The full address is: Frank McCarthy, executive Vice President, National Automobile Dealers Association, 8400 Westpark Drive, McLean, Virginia 22102.

In addition to becoming involved in the NADA program, you may wish to learn about preventing automobile repair rip-offs by sending for a free Department of Transportaion brochure, *Consumer Problems with Auto Repair,* to the Consumer Information Center, Dept. 505H, Pueblo, Colorado 81009.

Esther Peterson is Special Assistant to the President for Consumer Affairs and Director of the U.S. Office of Consumer Affairs.

News from Canada

Federal government to support Newfoundland Ry.

Newfoundland's railway services will receive strong federal government support, beginning with up to $10 million for operations and another $2 million for personnel in 1980-81, it was announced by Fisheries and Oceans Minister James A. McGrath on behalf of Transport Minister Don Mazankowski.

The minister also confirmed railway services would continue and said the concept of railway abandonment has been rejected.

Mazankowski will soon begin discussions with provincial ministers on joint transportation planning and to ensure continued federal-provincial consultations.

McGrath said a number of initiatives would be taken to ensure the railway finds its most appropriate role within the Newfoundland transportation system.

There will be a program of change and evaluation, positively and effectively promoted over the next five years. The changes are designed to contribute to a more efficient railway operation, responsive to the needs of shippers and the provincial economy.

"The federal government wants to make sure that during this program, proper consultation takes place and provincial government priorities and policies are taken into account," said McGrath.

Canadian National, through the recently-created Terra-Transport will be the agent through which the government's objectives will be realized. Local decision-making will be encouraged.

The federal government has agreed to compensate CN for a five-year period with agreements negotiated annually. Benefits to present job security agreements will be increased as well, through consultation with CN and the unions' national executives.

Basic Tenants of the federal program include:

(1) The railway will continue and should be given the opportunity to demonstrate its attractiveness to shippers.

(2) The future function to be performed should be determined by a program of carefully planned and evaluated changes carried out over a period of 5 years.

(3) The federal government will use CN (TerraTransport) as its agent to implement changes. CN's actions will be responsive to the federal government's objectives.

(4) The federal government will consult extensively with the provincial government in the planning of all transportation systems, including the railway.

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(5) The employees of the railway must be given assurance that their interests will be recognized and protected.

The five-year testing and evaluation program will address the actions which should be undertaken to cause changes which will allow the railway to evolve incrementally in a logical manner towards its future role.

The role will be guided by considerations of economy, efficiency and adequacy, best use of all modes of transportation, the lowest total cost transportation system, and complementary developments among other modes.

Achievement of the role will be guided by the need to offer service levels which are attractive to shippers, the need to have the railway operate efficiently and the need for freight rates to reflect a general comparability with rates in the Maritimes.

The program will be implemented by means of an annually approved agreement between the federal government and CN which describes the activities to be undertaken, the experiments to be initiated and their methods of evaluation.

The government is prepared to contribute up to $10 million for fiscal 1980-81 as payment to CN.

The program for each year will be established within the five-year plan.

The Labour assistance program will span the same five years and will be designed to augment the existing job security agreements between CN and the unions.

The purpose is to allow necessary reductions in the labour force to come about in such a way as to minimize financial impacts and disruptions.

Labour assistance regulations will be published based on extensive consultations with the National executive of the unions and CN management.

The federal government is prepared to contribute up to $2 million for fiscal 1980-81 in accordance with subsequent agreements with CN within which compensation by government will be determined.

Typical of the benefits to be considered are full loss on sale of a home; maintenance of earnings over a longer period; and a separation plan for senior employees.

Signalmen Wanted

Signalmen's positions on the Atchison, Topeka & Santa Fe Railway are available in Arizona, California and New Mexico. If interested please contact Roland Trujillo, Employment Supervisor, Santa Fe Railway, 80 East Jackson Boulevard, Chicago, IL 60604.

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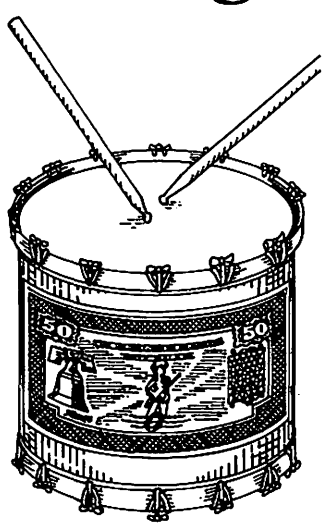

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Sidney Margolius

Buyer's guide for drugs

One of the few recourses you have in the face of the price increases is to buy drugs under their generic or common names rather than brand names. This is easy enough to do on over-the-counter drugs, since you can buy house brands and other low-price brands of aspirin, cold remedies, decongestants, antacids, antihistamines, vitamins and other household medicines easily enough as long as they are sold by reputable stores.

Another safeguard is the letters "U.S.P." on the label. This indicates the product meets the official standards of the U.S. Pharmacopeia.

But it's sometimes harder to get prescription medicines under their generic names. Most states now allow pharmacists to make some amount of substitution of generics for the patented-name products. Still, only about one out of eight prescriptions is filled generically.

The problem is that many doctors and pharmacists feel safer or at least know more about the brand-name products. It's been estimated that manufacturers of brand-name drugs spend about $5,000 a year per doctor on visits, samples and ads directed to doctors and other promotions to get them to prescribe their products. Such promotion expenditures actually take

one-fourth of the revenue of these pharmaceutical companies.

Another block to great use of generics is that an individual pharmacist may not stock a generic equivalent for a specific prescribed medicine.

Pharmacists also usually get a higher markup on the brand-name products. However, they can and often do compensate for the otherwise often too-low markup on generics by charging a minimum professional fee. This fee reduces some of the savings to consumers. But the savings still are substantial.

For example, one large retailer charges $17.95 for 100 polycillin capsules of 250-mg. strength (an antibiotic) but only $7.50 for the generic Ampicillin capsules. Similarly, the diuretic drug Hydrodiuril sells for less than half the price of the more-difficult-to-buy but cheaper generic name of Hydroclorothiazide.

Scores of other widely-used brand-name medicines can be bought in generic equivalents at a fraction of the price including such widely-used brand-name drugs as Achromycin V, Premarin, Papavid, Peritrate, Dramamine, Darvon, V-Cillin K, Serpasil, Tetrex, Thorazine, Librium, etc.

The savings available through use of generics are especially important on continuing or maintenance drugs required by many heart patients, hypertensives, diabetics and other chronically ill people.

Dependability of generic drugs has long been a major and even bitter controversy. Brand-name manufacturers often argue that even though generic products may be chemically identical they may not be the same in biological availability and thus lack in therapeutic effectiveness.

The government is trying in several ways to overcome the reluctance to prescribe and dispense drugs generically as many hospitals and clinics themselves do.

Early in 1979 the government published a "Guide to Prescription Drug Prices." It is intended primarily for doctors and pharmacists to help make them aware of the variation in prices of drugs of the same chemical entity and of different chemical entities usable for the same purposes, explains Tom Fulda of the Health Care Financing Administration.

Fulda expects the guide will help the medical professions adapt to and use more fully the various state laws now allowing substitution. He believes use of the substitution laws has been limited so far because of doctors' lack of familiarity with them.

The 80-page guide can be obtained by writing to the Office of Pharmaceutical Reimbursement, Health Care Financing Administration, Room 3076 Switzer Building, Washington, DC, 20201.

The Federal Trade Commission also is trying to help the public get more use from the new state substitution laws. These laws differ in effectiveness, Albert Kramer, director of the FTC Bureau of Consumer Protection, has said. A forthcoming report will offer suggestions on which approaches work best to encourge pharmacists to substitute low-cost generic equivalents.

Doctors tend to stick to the brands introduced first and know less about the later, less-costly versions, Kramer says.

On the issue of dependability, all recent Food and Drug Commissioners have said that the generics are reliable. Most recently, Commissioner Donald Kennedy reported that government tests provide no evidence of widespread differences in quality between brand-name and generic drugs, or between the products of large versus small firms.

"Only a small percentage of drugs do not comply with standards of quality, purity and potency, and when a drug deviates from the standard, it is just as likely to be a brand name as a generic drug," Kennedy says.

Further, he said, an analysis by the Food and Drug Administration last year found no difference in the recall records of brand versus generic drugs.

Several months ago, a leading manufacturer, Eli Lilly & Co., announced that its own evaluation of FDA recall records showed a difference between products made by so-called "research intensive" firms and those made by the remainder of the companies.

But this brand-name manufacturer was quite selective in who was included on its side. Kennedy says it left off some firms that clearly spent significant amount of money on research, but whose recall history may have altered the conclusions.

Ironically enough, as we and others have pointed out, sometimes brand-name companies buy drugs from generic manufacturers, put their labels on them and charge more than original manufacturers under the common names.

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Bates' Commentary

As the year of 1979 draws to a close and another decade becomes history, it seems appropriate that we pause for a moment and reflect on the highlights of the Brotherhood during the 1970s.

The beginning of 1970 saw the Brotherhood of Railroad Signalmen locked in a struggle to improve wages and benefits in the United States. After notices had been served in October of 1969 and after exhausting all alternatives under the Railway Labor Act, it became necessary for the Brotherhood to exercise its economic strength during May of 1971.

Although many people were under the impression that such a small group could not be successful in such an effort, the strike did stop the nation's railroads, and after legislative action by Congress returned us to work. The dispute was finally resolved by agreement on November 16, 1971.

A number of important advances were made for Signalmen by the 1971 Agreement, one of which was the establishment of basic minimum hourly rates for Helpers, Assistants, Signalmen and Leaders. (Incidentally, the basic minimum for Signalmen on January 1, 1971 was established at $4.30 per hour.) Paid jury duty leave, improvements in holiday and vacation benefits, moves caused by technological, organizational or operational changes to be paid for by the carrier, improvements in overtime rates of pay, elimination in whole or in part of camp cars and trailers and establishment of Assistant Training programs were also included in the 1971 Agreement.

In 1973 we secured our first supplemental sickness benefit agreement.

In 1974 in concert with other Railroad Labor Organizations, we were able to reduce the Railroad Retirement tax for employes to the same rate as those employes covered by social security.

The Railroad Retirement Act was also changed to provide 60-30 retirement instead of age 65.

The highlight of the 1975 Agreement was the re-establishment of the cost of living adjustment in our rates of pay, and the establishment of a dental care program.

During 1976 the supplemental sickness benefit agreement was improved and Signalmen were first covered by the Hours of Service Act.

In 1978 our National Agreement improved rates of pay more than any previous agreement and extensive improvements in our health and dental care plans including health care for members retiring with 30 years of service at age 61 were accomplished. Jury duty and off track vehicle coverage were improved and bereavement leave benefits were also added by our 1978 Agreement.

In 1979 we were able to improve our supplemental sickness benefit program.

I think that most people will agree that we came a long way during the 1970s.

This does not mean that utopia has been reached, or that we can relax our efforts in any respect during the 1980s. Many challenges lie directly in our path.

Immediately in 1980 we must be concerned with efforts to abandon large portions of our nation's railroads, especially by bankrupt railroads Milwaukee and Rock Island.

Currently a strike is in progress idling our members on the Long Island. We have not settled our 1978 wage and fringe case with the Staten Island and have an outstanding notice on the Port Authority Trans Hudson. We are in dispute with the Massachusetts Bay Transit Authority and New Jersey DOT on contracting of signal installation and rehabilitation projects.

Many other items of extreme importance to Signalmen are currently at the critical stage. However, I am confident we will be able to meet each of these challenges, and that at the end of the 1980s we will be able to look back and reflect on our advances.

Tom Bates

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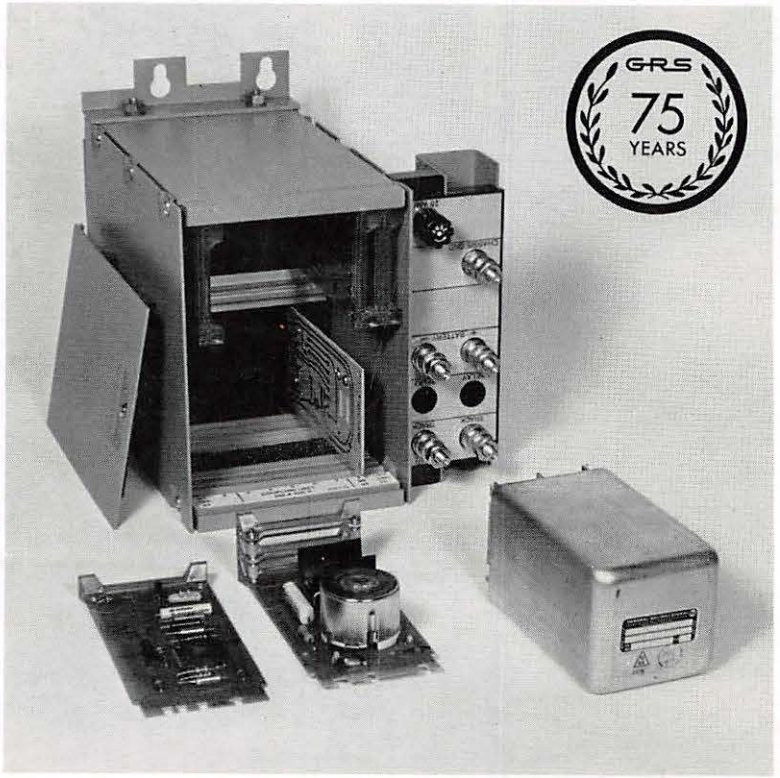

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